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Academe and subversion

McDonald Commission and the universities

by Donald C. Savage

Canadian university campuses have been prime hunting ground for the RCMP in their search for subversives since the beginning of the 1960's. But who really were the subversives?

The final report of the McDonald Commission, *Freedom and Security Under the Law*, which was made public in August, makes it clear how the RCMP subverted the intention of two successive federal governments to end general surveillance on university campuses. The CAUT specifically requested Mr. Justice McDonald to review the tangled history of relations between the RCMP, the CAUT and the campuses across the country. The results of this investigation are clear in the commission's final report.

In March 1978, the CAUT made the first of two submissions to the McDonald Commission. The concern of the CAUT on security matters, however, dates back to 1961. In its report the McDonald Commission casts some interesting light on that decade.

In the early sixties, when the Conservative government of John Diefenbaker was in power, the CAUT became alarmed about RCMP attempts to infiltrate and to suppress radical groups on university campuses. The attention of the RCMP at that time was particularly focused on individuals involved with the Campaign for Nuclear Disarmament. The CAUT protested to the Minister of Justice, Davie Fulton, who, the McDonald Report makes clear, suspended all investigations of subversive activities on university campuses pending review of the policy. The Commissioner of the RCMP informed all divisions of the suspension of investigation of Communist activities on university campuses. The intention of the government was to review its policy while maintaining the freeze.

Then in 1963, the government changed and Lester Pearson became Prime Minister. The Executive Secretary of CAUT, J.H. Stewart Reid and Professor Bora Laskin, now Chief Justice of Canada, arranged a meeting between Mr. Pearson, the CAUT and the National Federation of Canadian University Students. At the close of this meeting the Prime Minister issued a public statement that there was no general surveillance of university campuses. He stated that the RCMP went to the university "as required for information on people seeking employment in the public service or where there are definite indications that individuals may be involved in espionage or subversive activities." The Pearson government did not revoke the Fulton memorandum.

For the price of a cup of coffee

The McDonald Commission makes it clear that, by 1967, the RCMP had decided to circumvent the Pearson policy on university surveillance and had found willing helpers among university faculty in Canadian universities.

A memorandum of November 29, 1967, issued by William L. Higgitt who was at that time Director of Security and Intelligence, tells how it was done. (See page 10)

Clockwise from upper left: Lester B. Pearson, Davey Fulton, William L. Higgitt and Jean Pierre Goyer — Photos — CP

for the complete memorandum). The document points to the great success of the force in an unnamed university where they simply exploited the right of the police to make inquiries concerning the security clearance of those applying for federal government jobs. It suggests that this success be replicated across the country. "Communist penetration" was reviewed, "specific faculties were singled out for further study," and all professors whose names were given as referees were interviewed, not just about the candidate for the federal job, but more particularly to see which ones might be recruited as informers on the campus.

In addition to those named as referees, faculty heads and assistants were also interviewed with the same motive in mind. "Following each interview," the RCMP memo stated, "the investigator committed the salient points to paper in a book which was maintained for the express purpose of compiling data on faculty members of the university concerned." The police officers were encouraged to transform these formal interviews into social contacts over coffee or lunch in order to develop a surveillance network.

The officers also asked their informers whether they had any objection to their activities on the campus. "It is significant," the RCMP memo states, "that, in most cases, there was no objection to any of our inquiries so long as they were conducted prudently and with discretion". At the time many faculty feared that students were being recruited as informers. It now appears that they should have looked a little more carefully around the common room.

The McDonald Commission concludes that this was a comprehensive, long-range programme to develop informers on the campus and was in express contravention of the policies laid down by Mr. Fulton and Mr. Pearson. It was, in the view of the Commission, a clear attempt to subvert and to circumvent government policy.

Mr. Trudeau and Mr. Goyer

In the aftermath of the October Crisis, the federal cabinet reviewed the Pearson understanding. The CAUT was aware that the government was wavering in its commitment to the 1963 statement and put pressure on the government to maintain it. Indeed an interim decision was made, after the preparation by the Force of a paper entitled "Academe and Subversion", to give the RCMP the flexibility it desired. The McDonald Commission reports that the new Solicitor-General, Jean Pierre Goyer, however, resisted these attempts by the RCMP to weaken or to abolish the existing policy. The cabinet reaffirmed the Pearson policy in September 1971.

According to the report, it would seem that Mr. Goyer had more backbone than he was generally credited with at the time. However, he subsequently made two important modifications of policy which the McDonald Commission found to be in contravention of previous cabinet decisions. He limited the need for prior approval by the Solicitor-General to cases involving the use on campus of electronic surveillance or paid informers. (In 1972 there appeared to be five paid informers and no electronic surveillance.) He was not, of course, informed by the RCMP of the network of unpaid informers and thus was maneouvred into allowing this area of RCMP activity to fall outside the inspection of the minister in charge.

In addition, in 1972 the then Director-General of the RCMP, John Starnes, advised the Solicitor-General that informers who had penetrated organizations outside the university, but attended meetings within the university as agents of the penetrated

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LETTERS
LETTRES

5.9 million million or trillion but not million!

In Letters *(CAUT Bulletin,* April 1981, p.2), I agree with Professor Bell that a light year is a unit of distance, not time — an error often made by laymen. However, that distance equals approximately 5.9 *trillion*, not million, miles. As Professor Bell is a physicist and at McGill, I assume the error is typographical.

Carl Whittaker, age 11
Queen Mary Elementary School
Vancouver, B.C.

The error was not that of Professor Bell who referred to the distance as 5.9 million million. We lost one of the millions somewhere in space. Ed.

Fears not well founded

The fears expressed by Harold Remus in "The Rocky Road to Scholarly Publishing" that copy editors may become "less meticulous" are not well founded.

Assuming that Remus followed the custom of the late Prime Minister by spelling Wilfrid with an "i" — two to be precise — it is a zealous copy editor who would track down all three references to Wilfrid Laurier University and change the spelling of each!

John Finlay,
Department of Economics,
Wilfrid Laurier University

Appeal to Brezhnev

The following letter was sent May 29, 1981 to President Leonid Brezhnev:

"You will see from the enclosed statement (the text of which appears on this page. Ed.) that the objectives of SCIENCE FOR PEACE, a new organization of Canadian scientists of which I am the first president, are entirely in accord with the proposal you made in your statesmanlike speech to the 26th Congress of the Communist Party of the U.S.S.R. "to set up an authoritative international committee consisting of the most eminent scientists of different countries, which would demonstrate the vital need to prevent a nuclear catastrophe".

However one of the most eminent of Soviet scientists, Academician ANDREI SAKHAROV is now in internal exile in Gorky. An international conference to honour him on his 60th birthday had to be held in his absence in New York, U.S.A. I believe that the participation of Andrei Sakharov in such a committee as you describe would do more to ensure its success than that of any other scientist in the east or west, since he is universally recognised as a man of peace.

Andrei Sakharov is also recognised in the west as a brave spokesman for the human rights of others. His example of the freedom and dignity of the human spirit inspired the foundation of the CANADIAN COMMITTEE OF SCIENTISTS AND SCHOLARS (CCSS), of which I am the first chairman.

The annual report of CCSS tells of our urgent concern on behalf of our colleagues in many countries whose human rights are violated. The delegation from the CCSS which called on the Soviet embassy in Ottawa on March 25 1981 conveyed the deep concern of more than 2,000 Canadian academics for the fate of VIKTOR BRAILOVSKY, who has been detained without charges in violation of Soviet law, since November 1980. Once more, I earnestly request that you direct that Viktor Brailovsky should be released and allowed to leave the Soviet Union with his family, as he wishes. I make this appeal not only because I believe Viktor Brailovsky to be completely innocent of any offence, but also because such a demonstration of humanity and generosity by the Soviet authorities will undoubtedly generate support among western scientists for your proposal.

Andrei Sakharov has himself continually emphasized that his over-riding concern is the danger of nuclear war, but he also believes that the struggle for human rights, and in particular for freedom of speech, is an essential part of the effort to prevent nuclear war. Many western academics share that belief, and the persecution of their colleagues in the Soviet Union alienates some eminent scientists who might otherwise participate actively in working for peace."

No reply to this letter has been received and on June 17 Viktor Brailovsky was sentenced to 5 years internal exile for defamation of the Soviet state. Accordingly, I am now publishing it here as an open letter in the hope that this renewed appeal to the imagination and generosity of the Soviet leadership will help to avert the awful danger of war waged with weapons of mass destruction threatening us all.

Eric Fawcett
Department of Physics
University of Toronto

Far from the truth

RE: The Text of a Statement Voicing Support for Palestinian Academics, Circulated By the McGill Arab Students' Association and Endorsed by Thirteen University Teachers as Indicated in Volume 28, No. 2

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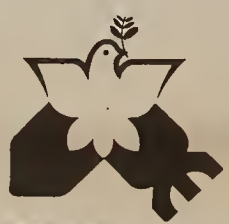

Science for Peace

OBJECTIVES

- to raise consciousness, especially among Canadian scientists and educators, of the clear and present danger of war waged with weapons of mass destruction, especially nuclear weapons;
- to make specific proposals and take positive action towards reducing the danger of war;
- to encourage scientific activities directed towards peace, and to urge the publication and dissemination of the findings of peace research;
- to encourage educational activities directed towards peace;
- to interact with expert groups, such as Canadian Pugwash;
- to encourage mass movements, such as Project Ploughshares, and assist them by providing technical advice.

SCIENCE FOR PEACE is presently centered in Toronto, but we expect to form Chapters across Canada. The organization will be action oriented: it will define itself by its actions, which will normally be taken by individual members or sub-groups. The secretariat will coordinate such actions and will organize seminars, distribute a newsletter, etc. Examples of our activities include work towards a chair of peace studies at the University of Toronto and towards an international peace-keeping satellite; studies of Canada's role in relation to proposed moratoria, nuclear weapon free zones; studies of military activities in space, MX and cruise missile systems, etc.

INVITATION

We invite you to be a member of SCIENCE FOR PEACE. We need your ideas, energy and involvement to help us confront the deadly threat of war waged with weapons of mass destruction.

Membership fee — $15; student membership fee — $5. (application has been made for recognition as a charitable organization).

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University of Toronto
Toronto M5S 1A7, Ontario

CHEQUES: make out to SCIENCE FOR PEACE

Please give mailing address, telephone number and professional identification.

Commentary

Research, publication, and pursuit of truth

by C.D. MacNiven

The relation between teaching and research (defined narrowly as submitting our ideas for the examination of our peers) in the university community is a complex one, hence it has always been difficult to establish a proper balance between them. But the present system which pervades Canadian universities is surely inadequate. It tends to sharply divide teaching from research in ways which are detrimental to both.

Research is, I would suggest, fundamental for teaching. One contribution which research ought to make towards good teaching is to keep up the intellectual standard of the material being presented to students by submitting it to the process of peer review (e.g. submitting articles to professional academic journals). This benefit however will only be realized if the system of peer review is functioning well in determining the intellectual value of the research we do. But does the present peer review system do the job all of us imagine it does? There are good reasons for believing that it does not adequately serve the pursuit of truth or good teaching.

Although the pursuit of truth ought to be the motive which directs the conduct of the researcher, this is not always the case. The researcher, being human, often does his work for purely personal rewards including the pleasure of intellectual challenge, the pride of achievement and the satisfaction at having his work accepted by his peers for publication. It also includes the search for academic power — the ability to control his own academic career, the careers of his colleagues and the future of academic research itself. Academic power, I would suggest, is directly proportional to success in publication and this powerful motive can play a decisive role in the process of peer review.

Power once achieved needs to be protected since there are always others who would try to take it. The peer reviewers have at least two ends in mind when they come to assess a colleague's work and these two ends can come into serious conflict. As a professional academic, they ought to judge their colleague's work with honesty, fair-mindedness and intellectual rigour. As people possessing academic power, they will want to keep an eye on their own self-interest. One does not need to be cynical about professional academics to conjecture that power more often overrides right in these conflicts and that truth is the loser in the long run.

The intellectual prejudices of the few (defended by destructive rather than constructive criticism) soon come to control the career of the academy as a whole. What is puzzling in this is why so many professional academics (successful and unsuccessful) appear to have no pangs of conscience about allowing brute power to overcome right. One answer might be that academics are no better than others at achieving virtue or at meeting the moral challenges which their profession presents. Academics like others are mere mortals after all. This may explain some of the deviations from the moral norms of our professions but not the general complacency among us about the system as a whole.

The absence of guilty consciences among us can be traced, I suspect, to the fact that most of us (wittingly or unwittingly) believe that in the academic world might really is right. The truth is what is expounded by the successful and powerful among us. Those who struggled to the top of their profession through the process of peer review and publication in a free competitive market must surely be the best there is. There are no important thinkers who are not successes in this narrow sense. At the same time there is no truth left floundering in the wilderness of the professionally unsuccessful. The conflict between the pursuit of truth and professional self-interest does not exist — what need then of a worried conscience?

This identification of power and truth is pernicious. It is a real threat to freedom of thought, freedom of expression and hence the pursuit of truth.

In the university community (if not in any community), it is wrong to suppress the open discussion of any doctrine or belief (even mistaken or immoral ones). But this is what our present system of peer review in fact does. All refusals to accept legitimate intellectual material for publication are acts of unjustified repression. If we are not to cripple the pursuit of truth, then everything within the academic community must not only be free to be taught, it must also be free to be written and published. To implement this policy would involve considerable reshaping of our present academic practises.

Governments, universities, colleges and professional academic associations will have to accept that properly accredited academics have a right to publish. The right to publish must have attached to it a correlative requirement to publish. Research and publication should be made an integral part of the teaching professor's work. He should be hired and paid not only to teach but also to publish and, just as facilities are made available for him to teach, so should the facilities be made available for him to publish.

One objection to this procedure might be

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Professor MacNiven is with the Department of Philosophy at York University.

Reprinted from the Globe and Mail

Security Appeals Tribunal recommended

by Jill Greenwell and Donald C. Savage

"The protection of our security does not by its nature or by its conduct undermine those human rights and freedoms to which our democratic institutions are dedicated."

The Rt. Hon. Lester B. Pearson
H. of C. *Debates*, October 25, 1963

In its recent report, *Freedom and Security under the Law*, the McDonald Commission recommends a number of changes to Canada's security clearance programs in order to ensure that they are both fair and effective.

The security clearance programs involve immigration, citizenship and positions with access to classified information in the public service.

Among the changes proposed is the establishment of an advisory body, to be called the Security Appeals Tribunal, which would hear appeals in security cases arising in these three areas, and make recommendations to Cabinet.

Modelled on the recently established Australian Security Appeals Tribunal, the proposed Canadian version coincides closely with a recommendation made by the CAUT in its brief to the McDonald Commission in March 1978. In its brief, the CAUT recommended that bona fide employers of immigrants, such as universities, as well as the immediate family, should have the right to appeal to an in camera judicial tribunal in cases where denial of entry is based on national security (provided the immigrant has met all other requirements of the Immigration Act). The CAUT's concerns in this area were prompted by a long series of disputes with the Im-

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LETTERS
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CAUT Bulletin (April 1981).

The above noted statement asserts that Military Order No. 854 issued by the Israeli occupation authorities in the West Bank and Gaza Strip in June, 1980 "is in direct violation of article 4 (642) of the Geneva Convention which forbids an occupying power to change any of the laws prevalent on the eve of the military occupation." Nothing could be further from the truth.

First, it should be noted that the unique status of the West Bank prior to the Israeli occupation has given rise to serious doubts as to whether the Fourth Geneva Convention of 1949 Relative to the Protection of Civilian Persons in Time of War is applicable at all with respect to that occupation. That it is, is the contention of most members of the United Nations. That it is not is the contention of the Government of Israel. Notwithstanding that position with respect to the *de jure* applicability of the Fourth Geneva Convention (1949), Israeli courts generally treat issues arising with respect thereto as if it were *de facto* binding.

Despite this disagreement, all State Parties to the conflict agree that the Hague Regulations appended to the Fourth Hague Convention on the Laws and Customs of War on Land (1907) which are declaratory of the customary law of belligerent occupation, are applicable to the Israeli occupation of the West Bank and other territories. Article 154 of the Fourth Geneva Convention (1949) stipulates that the Convention "shall be supplementary to sections II and III of the Regulations annexed to the above mentioned Conventions of the Hague."

Where the provisions of the later Convention treat of subject matters for which no provisions were made in the earlier Convention, (such as Article 49 dealing with forceable transfers and deportations of protected persons) it is clear that the obligations owed by the occupying power to the inhabitants of the occupied territories have been correspondingly increased over and above those obligations owing under the earlier Convention. The existence of such increased obligations is, of course, subject to the general reservation that the later Convention is applicable at all in the circumstances, and as I have noted earlier, the Government of Israel denies such applicability.

Where, however, the provisions of the later Convention merely clarify existing law as articulated in the earlier Convention, no greater obligations are imposed upon the occupying power thereby. As most commentators would agree that the provisions here under discussion fall within this class, the dispute as to the applicability of the Fourth Geneva Convention in general is not apposite to the discussion. The relevant provisions under both Conventions are as follows:

Article 43, Hague Regulations (1907)

"The authority of the legitimate power having actually passed into the hands of the Occupant, the latter shall take all steps in its power to re-establish and insure, as far as possible, public order and safety, while respecting, unless absolutely prevented, the laws in force in the country."

Article 64, Fourth Geneva Convention (1949)

"The Occupying Power may, however, subject the population of the occupied territory to provisions which are essential to enable the Occupying Power to fulfill its obligations under the present Convention, to maintain the orderly government of the territory, and to ensure the security of the Occupying Power of the members and property of the occupying forces or administration, and likewise of the establishments and lines of communication used by them."

(Those provisions of the article dealing with penal laws in force within the occupied territory have been omitted).

As will be noted, the provisions of the later Convention, if they alter those of the earlier Convention at all, do so by broadening the bases upon which a decision to modify the laws in force in the occupied territory may be made.

All authorities are in agreement that the effect of the provisions of both Conventions is to enable the occupying power to alter the laws in force in the occupied territory in the appropriate circumstances. Whether those circumstances are present is a decision to be made by the authorities of the occupying power, subject of course to normal court challenge.

Even the indigenous municipal courts in the West Bank are prepared to accept the validity of laws enacted by the Israeli occupation authorities particularly where such are imposed in order to restore and ensure the maintenance of public order in the occupied territory. In *Muhammad Amin al-Ja'bari* v. *Ahmad Ya'qub 'Abd al Karim al-Awiwi*, the Court of Appeal situated in Ramallah stated:

> From the foregoing it follows, that occupation authorities may amend and supplement laws which were in force in the occupied territory at the date of occupation, if such measures are imperative.
> ...
> In this connection we would note Von Glahn's observation in the Occupation of Enemy Territory (1957) that occupation authorities are the sole judges of the extent of the need to freeze or amend or replace the local laws of occupied territory.
>
> (42 I.L.R. 484 at 486)

The preceding comments do not necessarily indicate an endorsement of Military Order No. 854 concerning Palestinian institutions of higher education. There may be many reasons, political, moral, academic, even legal, why such ought to be deplored. One thing is certain, however. Serious mis-statement of the principles of international law applicable serves only to obfuscate the issues rather than to clarify them. In a situation as fraught with complexity as is that of the West Bank, such mis-statement can serve only to hinder rather than to further the resolution of the underlying dispute.

Thomas S. Kuttner
Faculty of Law
University of New Brunswick

Task force report supports universities on federal funding

by Richard Bellaire

The federal government should take no action to change the method of funding universities without consulting the concerned parties first, says the parliamentary task force studying federal-provincial fiscal arrangements.

The task force report which was released August 31, supports the continued method of block funding by the federal government, but with a movement toward the development of national goals and standards for higher education. The goals and standards would then be used by parliament to monitor the effectiveness of the spending on higher education.

The report, which in general supports the positions of the CAUT, states that the federal government should not try to legislate national standards and goals in higher education because of the constitutional responsibility for education residing with the provinces. But the task force says the two levels of government should negotiate these standards and goals.

To aid in this attempt, the report calls for the federal government to improve its system of monitoring the uses of federal money. It calls for post-secondary education to be separated from the medical programmes. It recommends a joint federal-provincial body to develop policies — a position recommended by the Social Science Federation. It also calls for annual reviews of the funding in light of national goals by parliament and the standing committees of parliament.

The report does not take a position on the question of the relative percentage of funding coming from each level of government. Herb Breau, the chairman of the Task Force, called that a political question to be worked out in negotiations. But the report does call for more visibility and accountability for the federal monies and for a federal role in the development of policies related to the national goals and standards. The report rejects the call for the federal government to withdraw from the area of higher education.

The committee recommends that the funding for post-secondary education be moved from the social development envelop to the economic development envelop. Mr. MacEachen had called for saving of 1.5 billion dollars from the social development envelop in his October 1980 budget, while the economic development envelop has been expanding in recent years.

In the other areas that will have some effect on the funding of universities, the report calls for the continuation of the equalization program in its present form, except for the introduction of property taxation in the formula. The report does not take a firm position on how the new energy pricing agreement and the revenue from natural resources should be handled in equalization, and it does not take a position on whether Ontario should start receiving equalization payments.

The committee rejects one of the main arguments of the Minister of Finance that there exists a fiscal imbalance to the disadvantage of the federal government. The report states that the federal deficit position is the result of political and economic decisions related to tax indexation and energy policy and that the federal government's position will no doubt improve greatly in the future. It also says that discounting the three most western provinces, the provincial governments are themselves in deficit positions.

In general, the report counsels caution and little change until the new ideas have been thought out. The report stresses the importance of the post-secondary system to the economic development of the country and to the spiritual and intellectual development of its people.

The report reiterates many of the points raised by the CAUT in its testimony and brief, along with those of the Association of Universities and Colleges of Canada (AUCC) and the National Union of Students (NUS). The three groups have pursued a policy of close co-operation on the Established Programs Financing Act renegotiations.

There is "no fat left in the system — no fat in post-secondary education... We accept the representations of those who argued before the Task Force that serious cuts in program funding would cut into muscle and sinew, not fat. Unless one could presume that federal reductions in funding would automatically be matched by corresponding increases in provincial expenditures — a presumption that may not be considered altogether plausible — then in order to maintain present standards, programs would have to be privately financed to a greater extent and... basic national objectives of equity and equality of access would suffer."

— Report of parliamentary task force studying EPF, August 31, 1981

Security Appeals Tribunal

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migration Department and the RCMP involving academics, both immigrants and visitors, who have been refused entry to Canada on the grounds of national security.

The CAUT also recommended that those denied security clearances, whether in the civil service or outside, should have access to an in camera judicial tribunal to which the individual and his legal counsel could make recommendations.

The independent nature of the review recommended by the Commission would be reflected in the composition and procedures of the new Tribunal which would consist of five members, of whom any three could compose a panel to hear appeals. The chairman would be a Judge of the Federal Court of Canada.

The other members of the Tribunal would be appointed by the Cabinet but would not be currently employed by the government. (The first president of the Australian Tribunal is a judge of the New South Wales Court of Appeal, the second member is a former chairman of the Australian Institute of Political Science, and the remaining members, who may be involved depending upon the case being heard, are a former Deputy Attorney General, a retired Air Vice Marshall and a senior academic who is chairman of a "Migrant Resources Centre.")

The Commission recommends not only that the Tribunal have access to all relevant information, but that the appellant have an opportunity to give evidence, call witnesses, and be represented by counsel. Although the final decision in any case would rest with the cabinet, the Tribunal would be required to disclose as much information as possible to the individual, and have discretion to decide what security information could be disclosed. It also recommends amendments to the Immigration Act to ensure that people will only be denied entry if they really are spies or terrorists by the definition supplied in the report — not by paranoid fantasy.

The Commission recommends that the rejection criteria for an application for a visitors's visa should reflect the temporary nature of the stay. Procedures would be adopted which would allow temporary visitors to enter the country even though they would not possess the qualifications to become landed immigrants.

Report backs freedom of information act

If the Official Secrets Act threatens freedom of the press, a freedom of information act is the best defence, the Kent commission on newspapers said in its recent report.

It notes Justice Minister Jean Chrétien's recent assurance that proposals for revising the Official Secrets Act are under study.

"Good," said Kent. "But the best way to achieve genuinely open government, and free access by all people to information of public concern, is through a freedom of information act...."

A federal freedom of information bill introduced in the Commons last year is expected to win passage after Parliament meets again in October.

New Brunswick and Nova Scotia have freedom of information laws and governments in Newfoundland, Quebec and Ontario are studying the idea.

The Kent report describes the Official Secrets Act as "breathtaking in its scope." The act provides heavy prison terms for giving or receiving any government information without authorization, but it does not specify who has the responsibility to authorize release of information.

The *Toronto Sun* was charged under the act in 1976 with publishing details of a government document, which was marked Top Secret and outlined Soviet spying activities in Canada.

Judge Carl Waisberg of the Ontario Provincial Court threw out the charge, saying that because the document already had been broadcast by a television network and 67 copies were scattered through Ottawa, it was no longer secret when charges were placed.

Noting Waisberg's observation that the secrets act "seeks to curb basic freedoms, such as freedom of speech and the press," the commission agreed with Waisberg that the act needs to be redrafted.

Canadian Press

Ontario universities seriously underfunded, says report

by Richard Bellaire

The "short-run, stop-and-go policies" and the serious underfunding of Ontario universities by the provincial government are jeopardizing the future of higher education in the province.

This is the main thrust of a report released August 20 on the future role of universities in Ontario prepared by a committee established by the Ontario government.

Although there were only two academics on the 15-person committee and no representatives from Ontario faculty associations as such, Professor David Bates, president of the Ontario Confederation of University Faculty Associations (OCUFA), said the report gives a vote of confidence to the work of Ontario universities. He said it "vindicates what professors and university presidents alike have been saying for the past five years: the universities must have adequate funding to serve the educational and economic needs of the province."

The report reviews the operation of the university system in Ontario in light of objectives set forth by the Ontario Council on University Affairs (OCUA) such as:

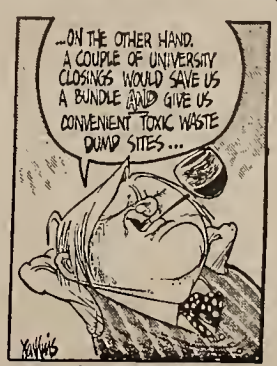
- to develop a more educated population;
- to train more people for the professions;
- to provide studies at the highest intellectual level;
- to conduct research and provide community service.

The report says the universities have tried to meet these objectives and that recent problems in these areas can be related to the low level of funding over the past few years. The report calls for the provincial government to meet the cost of inflation and the costs of faculty and staff advancement. It also calls for a $25 million per year expenditure for new equipment and furniture and for adequate capital funding.

With regard to possible layoffs due to redundancy and financial problems, the report says there are not too many faculty in Ontario nor are they too highly paid. But it does say there may have to be some restructuring that could lead to reductions in some areas. The report stresses the need for adequate compensation and retraining for faculty terminated for these reasons and suggests periodic reviews of the performances of all faculty including tenured faculty.

The report says the present system cannot continue at its present level of funding. The Ontario government must adequately fund the university system to meet its objectives or face possible major restructuring of the system including closure of some institutions. This restructuring could take the form of a tier system of universities ranging from one comprehensive university, through four full-service universities and a number of special purpose universities.

The report presents the Ontario government with a number of very hard political choices. Dr. Bette Stephenson, Minister of Universities and Colleges, has indicated that it will take the province several months to translate the committee's findings into government policy.



The universities unfolding as they should.

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Canada

Pension conference participants agree on problems but not solutions

by S.G. Mann

A National Pension Conference sponsored by the federal government was held in Ottawa March 31 - April 2. It was chaired by Health and Welfare Minister Monique Bégin and Finance Minister Allan MacEachen.

The conference was intended to focus on the so-called private sector plans but, as was inevitable, the Canada/Quebec Pension Plan, the Guaranteed Income Supplement and Old Age Security figured prominently in the discussion from the beginning.

There were several positive aspects to the conference. First, there was almost complete unanimity on what the problems are. There was also general agreement that something must be done, but solutions to the problems evaded the participants.

Second, despite the strong views held by some articulate people, everyone received a fair hearing, although it is unlikely that the views of any of the participants were changed as a result of the conference.

Third, the commonly-held view that the conference was purely window-dressing for government decisions already taken was dispelled. It was clear that there was a genuine interest on the part of the federal government to see if a concensus on pension policy would develop and to ascertain the degree of urgency with which conference participants viewed the problems involved.

Pensions were considered under four main headings: coverage, women and pensions, vesting locking-in and portability, and indexing.

Generally, coverage in universities is good for full-time, continuing staff. However, in terms of part-time staff, there is a gap that may require filling. Emphasis at the conference was on expanding coverage to virtually all employees — full or part-time. If action is to be taken to change the coverage, then it will be vital that the question of portability be answered soon.

The coverage of women by pension plans is also an important issue, but a far-ranging one involving social policy and the attitudes of society. Historically, the family as the basic social unit was expected to (and did) look after all its members. Present-day society no longer functions in this way, and as a result the problem of the elderly female poor is a critical one demanding attention.

The problem concerns pensions only in part, and only in part can the solutions be found within any pension scheme. However, pension plans can be changed to have the normal form of pension a joint and survivor, with the survivor's pension a minimum of 50 per cent (some speakers suggested more) and the consent of both spouses necessary to waive this requirement.

There is another aspect of the problem of women and pensions that did not receive much attention at the conference, but one

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AMNESTY INTERNATIONAL

by William Bryant

Human rights in the 1980s — a crucial test

Human rights face a crucial test in the 1980s, with the right to dissent under attack in country after country. Torture and murder, abduction and imprisonment — often sanctioned at the highest levels of government — are systematic practices in nations of widely differing ideologies.

Severe penalties

In countries ranging from the Soviet Union to the Republic of Korea, from China to Haiti, criticism of government policy can carry severe penalties.

In many regions, imprisonment on racial, religious or political grounds is being prolonged indefinitely. In the words of a former victim, now free, prisoners' cells have become "tombs for the living". Some prisoners of conscience have now been incarcerated for decades.

Frequently detention without charge or trial is used to silence real or suspected dissenters. Some have been so held continuously for years, as in Malaysia and Paraguay, and others "banned", as in South Africa.

Other examples could be cited:

- Nearly half the 154 governments of the United Nations are believed to be holding prisoners of conscience — people imprisoned for their beliefs or origins, who have not used or advocated violence.
- Since December 1975, A.I. has taken action on torture and other cruel, inhuman or degrading treatment or punishment in more than 60 countries where government officials inflicted violence on people in custody, with the deliberate intention of causing them extreme physical and mental suffering.
- In more than 50 countries, citizens can be detained by administrative order without charge or trial.
- In 134 nations the death penalty is in force — in many for politically related offences.

The taking of hostages, the use of torture and the execution of political opponents have also been carried out by non-governmental groups in the name of various causes. Such acts are no more acceptable than repression by governments.

These systematic attempts to suppress and eliminate non-conformists must be met by urgent international efforts if human rights are to be protected in the 1980s.

Before he entered the headquarters of the military police in Sao Paulo for questioning in 1975, the Brazilian journalist Vladimir HERZOG wrote:

If we lose our capacity to be outraged when we see others subjected to atrocities, then we lose our right to call ourselves human beings.

One day in late October 1975, he entered the military police headquarters: within a few hours he was dead: his wife was informed that he had "committed suicide".

Need for Action

The strategy must be two-fold: to tackle abuses both at the level of international law and at the level of human solidarity with the victims.

The process of securing commitments to international human rights standards must be accelerated. Universal ratification of international human rights covenants is essential. At present, fewer than half the governments in the world have ratified these agreements. An international convention against torture, now being drafted, must be adopted by the United Nations as a matter of priority. The convention must include provision for international on-site inspection of detention centres. A world-wide moratorium on executions, currently stalled in United Nations debate, must be introduced.

Agreement alone, however, cannot guarantee the protection of human rights. Public opinion must provide the momentum needed to ensure that such standards are respected.

An effective, independent force for human rights is imperative — a force that is able to transcend the tangle of power politics and is ready to intervene whenever and whenever fundamental human rights are violated. The means can include anything from widespread publicity in the news media to the efforts of volunteers ready to send letters and telegrams on behalf of threatened prisoners.

CHINA

"AN ACADEMIC'S VIEW"

Part 2

Following our successful 1981 (July) trip to China, the CAUT again proposes to sponsor a series of tours with an "Academic's View" of the PEOPLE'S REPUBLIC OF CHINA in 1982, also featuring Hong Kong and Japan.

These travel opportunities are open to CAUT members, families, and friends and will be escorted by experts on matters of historical, cultural, and archaelogical interest from Departments of Asian Studies and other relevant academic areas.

I am interested in "AN ACADEMIC'S VIEW OF CHINA". Part 2

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James Hiller new chairman of AF & T committee

Professor James K. Hiller has been elected by the CAUT Board as chairman of the Academic Freedom and Tenure Committee. Professor Hiller is a member of the History Department at the Memorial University of Newfoundland. He holds degrees from Oxford University (B.A.), Memorial University (M.A.) and Cambridge University (Ph.D.).

Professor Hiller has served as chairman of the grievance committee of the Memorial Faculty Association and as president of the Association.

His field of study is the social and economic history of Newfoundland and Labrador.

Pension conference

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that, at least in part, contributes to the low or non-existent pensions for some women. The provision in many plans that allows for withdrawals in cash of contributions plus interest is one that many women find attractive at the time they drop out of the labour force. (Many men find such a provision attractive as well.) If more adequate retirement incomes are to be provided, then funds contributed to a pension plan will have to be locked in from the start. However, such a move may not prove all that popular.

One aspect of the issue that received considerable attention was the use of unisex actuarial tables, with some very strong feelings being expressed for and against. One point that was widely accepted was that equality of pensions for men and women — service and salaries being the same — meant equal monthly pension cheques. When, however, the discussion focused on the changes that would have to be made to bring this about, it was clear that all would involve discrimination of some sort. No answers to this problem were arrived at.

Inflation has made indexing of pensions a matter of great interest and concern. A recent survey at the University of Regina indicated this as the number one priority (followed closely by early retirement without penalty). Many universities have been able to provide some indexing, although this is likely being done on an ad hoc basis. There is pressure mounting generally for some form of guaranteed indexing and it is likely that universities will face the same kind of pressure and will have to decide the basis on which to base the adjustments.

The only basis that received general agreement at the conference was for the excess earnings of the fund over an assumed real rate of return — suggested at 3 per cent — be used to provide indexing. The interesting aspect to this approach is that increases might well be in excess of the C.P.I. increase, in a particular year, yet it was very clear that use of the C.P.I. to decide increases was considered unacceptable.

The fourth heading — vesting, locking-in and portability — is one of the key areas for universities. Undoubtedly, most universities could tighten up on vesting and locking-in, but the area in which improvement must come is in portability. At the very least, pension plans should allow an individual leaving a university the choice of taking all contributions — employee and employer — plus interest calculated at a reasonable rate, and transferring this sum to a locked-in R.R.S.P., or leaving the sum in the plan for a deferred pension. Even better would be a third option: the transfer of the full sum mentioned above — or such lesser amount as may be required — to the pension plan of the new employer, as is the case presently with existing reciprocal agreements. This approach might require some change in federal legislation or regulations, but with a bit of good will on the part of all, it could be accomplished. The time to initiate this move is now and the Compensation Committee of the Canadian Association of University Business Officers (CAUBO) is prepared to take a leading role.

S.G. Mann is Controller at the University of Regina and is a member of the Compensation Committee of the Canadian Association of University Business Officers.

Research, publication

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that it has no quality control mechanism because the confidential system of peer review which maintained standards in the present system would disappear. This could easily be overcome by making the peer review system completely open and public. The precedence for this already exists in the process of signed book-reviewing, and the practise of commenting on papers read at the meetings of professional academic associations. Articles, monographs, and books produced under the system would always be accompanied by referees reports and replies to these reports by the author.

The public peer review system (whatever its difficulties) would involve all academics in the common pursuit of truth, and wisdom would no longer be the slave of power.

NATIONAL NOTES

by Donald C. Savage

University of Toronto Faculty Association and the Spadina By-election

The Association held an all-candidates meeting August 10. It turned out to be the largest of the campaign with 600 people present. There were so many attending that the meeting had to be transferred to Convocation Hall.

The Toronto Faculty Association spent the summer this year vigorously lobbying. The focus for this activity was the Spadina by-election since the university is by far the largest employer in the riding. The Association interviewed all the candidates for the major parties on the subjects of the Established Programs Financing Legislation (EPF), research funding, and tax problems of interest to faculty and librarians. All the candidates endorsed CAUT's position on EPF and research funding and promised to study the implications of the tax proposals.

Liberal candidate Jim Coutts was clearly the best briefed on matters of interest to the faculty association. On EPF, he stated that the Liberals had an historical tradition of support for assistance to the universities. He understood this to be currently about 87 per cent of operating costs. Mr. Coutts took issue with CAUT President Jim Foulks, who was present at the meeting, claiming that the reductions in EPF would not be of the order of $1.5 billion and would not be targetted on the universities.

Conservative candidate Laura Sabia argued that the Liberals simply wanted to balance the budget by transferring problems to the provinces. However, she also stated that the provinces, even if they were mostly Conservative, were just as bad when it came to the proper level of support for universities. Promising her support, she urged faculty to lobby as vigorously as possible to defend the interests of the universities.

The ultimate winner of the by-election, NDP candidate and former alderman Dan Heap, recalled that he had been the beneficiary of the earliest version of EPF, namely the federal program of support for veterans after World War II. He affirmed the support of the New Democratic Party for the universities in terms of the federal/provincial negotiations and urged the importance of greater accessibility and more student aid. After the candidates had spoken, there was a verbal and physical altercation between one of the independent candidates and the chairman, which led to the abrupt termination of the meeting.

UTFA also secured the support of the City of Toronto for a resolution endorsing the position of CAUT, AUCC and NUS on the upcoming negotiations of EPF. UTFA President Harvey Dyck organized a coalition of the faculty association, the administration and the students to present the case on EPF to the City Council. Mayor Eggleton gave his endorsement and that of the full Council followed. The resolution has been transmitted to the Prime Minister and to all Toronto M.P.s. Similar resolutions have been passed by city councils in Kingston, Sudbury, St. Catharines, Waterloo, Guelph, Windsor and Hearst.

Tax lobbying

Tax lobbying is one of the top priorities for the CAUT for this year. The Association is working on five fronts:

- **Tuition Waiver.** The Department of National Revenue has issued a new ruling stating that tuition waivers — where academic staff do not have to pay tuition fees of their dependants — constitute a taxable benefit. CAUT has protested vigorously to the Minister of National Revenue, William Rompkey. We have asked all M.P.s who represent university constituencies where local associations have secured this arrangement to join our protest. The first M.P.s to do so were Stanley Knowles (NDP member for Winnipeg Centre — University of Winnipeg), Tom McMillan (Conservative member for Hillsborough — University of Prince Edward Island), Jim Hawkes (Conservative member for Calgary West) and Bill Domm (Conservative member for Peterborough — Trent University).
- **Tax brief.** The current tax system provides many disincentives for university researchers. One of the most notoriously unfair practices is National Revenue's disallowing as a deduction the family cost of travel for a sabbaticant. This practice makes it very difficult for anyone who wishes to engage in research away from his or her campus while on sabbatical. CAUT has prepared a general tax brief on these matters which it is currently discussing with officials in National Revenue and Finance. The brief deals with sabbaticals and many other matters, including taxation of research grants, expenses of scientific and scholarly meetings, memberships in professional societies, purchase of scholarly and scientific books, non-resident status, etc.
- **Pension limitations.** The current pension ceiling, which was created by the federal government and was applicable in 1976 and subsequent taxation years, is $3,500. Inflation has made this ceiling unrealistic. Last March, the CAUT Board directed the national office to press the federal government on the matter. A preliminary meeting has taken place with the Department of Finance.
- **Tariffs on scientific goods.** CAUT and AUCC have been fighting a long and not very successful battle to prevent the imposition of tariffs on chemicals and scientific goods for universities. We have been able to maintain the exemption for films, videotapes and the like and to ensure that the federal government will not charge sales tax on items previously duty free. Currently we are attempting to secure reasonable regulations for such imports and the abolition of the federal sales tax on all goods purchased by universities — an arrangement which hospitals currently have. Another possibility which is being canvassed in Ottawa is a federal sales tax exemption for all goods of Canadian manufacture purchased by universities.
- **Canadian studies fellowship at the Tskuba University in Tokyo.** Last year the CAUT successfully persuaded the Minister of External Affairs, Mark MacGuigan, to intervene and ensure that this exchange arrangement would not be scuttled by the Canadian tax authorities. As a consequence, the professor concerned, David Smith of the University of Saskatchewan, was able to take up his fellowship. The Department recently promised CAUT that a permanent solution to the tax problem will be announced shortly.

First CAUT China tour

"An academic's view of China"

by Ellen Eberlein

When East meets West, one cannot always be prepared for the odd cultural combinations that often result.

Members of the CAUT group which toured China this past summer were offered Coca Cola for breakfast by a waiter at the Great Wall of China. The breakfast itself, a large box containing ham sandwiches, hard-boiled eggs, very sweet rolls, a peach and cookies also contained those western delicacies — a chocolate bar and a piece of gum!

The tour, two years in the planning, was the first arranged by CAUT and covered the cities of Kwangzhou (Canton), Hangzhou, Shanghai, Xian, Luoyang, and Biejing (Peking). Entry was by train from Hong Kong, and departure by plane to Tokyo.

Gathering in Vancouver for an orientation session, the group included university people from all over Canada, along with others who had been attracted by an ad describing the tour as "An Academic's View of China." Many vocations, skills, and interests were represented, among them acting, writing, teaching, music, and art. The people proved to be as interesting as the journey itself.

Jerry Schmid, professor in Asian Studies at U.B.C. came along as the "Chinese expert", and his wide knowledge of the language, history, arts and culture of China contributed in a large way to the success of the trip. Although a scholar of things Chinese for many years, Jerry has never before visited mainland China, and his excitement was great and his enthusiasm contagious.

The group was impressed by visits to historical areas, and awed by much of the natural beauty. There was a good balance of the old and the new, archaeological digs and ancient temples and burial tombs at one extreme, and neighborhood construction and industry, and a modern department store at the other.

Two universities were visited, one in Shanghai, and another in Peking. The latter visit was arranged through the Canadian Embassy, who also invited the group to a reception at their quarters.

Hotel accommodations were generally good, and air-conditioning in rooms as well as in buses proved a real boon as Peking experienced what was reported as the hottest summer in 300 years.

Things that will be remembered for a long time to come:

Our first Chinese hotel, far outside of Canton, only three months old, a caricature of American hotels, with very welcome cold drinks in the in-room fridge, hot showers in the bathroom, loud disco music in the lobby and Chinese opera on the TV.

The perfect balance of young Chinese women who perched behind as their men pedalled bicycles, usually no-hands style, frequently carrying babies.

The beauty of the seas of lotus blossoms and West Lake in Hangzhou, China's summer paradise.

Delicious watermelon at almost every meal except breakfast.

Terraced fields in the Xian area, formed by hard labor of hacking away at hillsides with every inch of space planted in crops, creating a breathtaking panorama of greens and earth reddish-browns against the blue sky.

Things that fold — hats, scissors, fans, colorful boxes, intricate toys.

Delicious food at almost every meal, and our farewell banquet of Peking duck in the upper room of a small Peking restaurant, the uncontested favorite meal of all.

Sounds and quiet, horns blowing wherever there was traffic, the special sound of Chinese music and the lack of noise and crying among Chinese children.

Miles and miles of irrigation systems of all shapes, sizes and descriptions.

The tiled bathtub almost three feet deep that you walked into from the terra cotta tiled room in a pagoda of the Huaching Hot Springs Guest House. This place is important to the Chinese because Chiang Kai Shek was kidnapped there. We loved the beauty of it.

Riding out of the Hot Springs in a parade of army vehicles on manoeuvres, the people along the streets staring at us, their faces asking the questions: "Do you have a military escort out of town, or are you under military arrest?"

There were also some things about the trip that were quite forgettable. As well as the stifling heat, nature provided floods in the provinces to the west of us. These played havoc with railroad schedules and disrupted our hotel accommodations.

This was the reason for an all night train ride to Peking, where we arrived at 5 a.m. to be told that our hotel rooms had been given away (because we hadn't arrived the night before as originally scheduled). A sleepy group of tourists boarded the bus and headed for the Great Wall of China in the early morning hours.

On another occasion we spent part of an afternoon sitting on the steps in the lobby of the People's Hotel in Zian, tired and hot, while those responsible tried to find rooms for us. A group from Germany joined us on the stairway, and two by two we were assigned to rooms. By dinnertime, everyone had moved in.

Other forgettables:

Constant struggles with our Chinese national guide to make slight changes in plans and schedules. At one point he told us it would be impossible to visit a university (part of the reason for the tour), and later announced that we'd be happy to know that a visit had been arranged by our local guide.

An airplane with seats arranged so that there was ample knee room at the front with progressively less as you moved toward the back where our group was seated. Those seated in the last rows walked most of the way from Canton to Hangzhou.

Two poor meals on the trains.

And, of course, the public toilets.

On balance, it was a good trip, and the group consensus was that they would like to do it again. The excellent arrangements and accommodations prior to entering China, and again upon leaving, were made by Finlay Travel, the agency responsible for the overall travel details.

BARGAINING TALK
NÉGOCIONS

by Howard Snow, Professional Officer, Collective Bargaining

A strike at T.U.N.S.?

The TECHNICAL UNIVERSITY OF NOVA SCOTIA Faculty Association in a meeting on September 4 reaffirmed by a vote of 43 to 5 their earlier decision to go on strike. The meeting set September 21, 1981 as the date for a strike. The parties had negotiated briefly with the assistance of a mediator in August but broke off talks due to the lack of progress. In early September the Board of Governors gave some indication of a softening of their position and a settlement prior to a strike seemed possible.

New Alberta legislation

Earlier this year the Alberta government introduced Bill 51, an Act to amend the Universities Act. Although faculty are excluded from general collective bargaining legislation (the Alberta Labour Act), faculty associations in the province have traditionally engaged in special plan bargaining. For some time, the Confederation of Alberta Faculty Associations has urged that legislation such as that proposed by Bill 51 be enacted. In essence the proposed Act provides a statutory bargaining framework for academic staff. The Act would specify the types of negotiable issues and stipulate that each agreement between the Board of Governors and the Faculty Association must deal with certain issues. The matters which have to be included are workload; salary; procedures governing probation, term of employment, performance review, promotion, reassignment of duties, suspension, and dismissal; grievances; copyright and patent matters; and procedures regarding the negotiation of future agreements. The Act would also incorporate the four faculty associations: (the Academic Staff of the University of Alberta, the University of Calgary Faculty Association, the University of Lethbridge Faculty Association and the Athabasca University Faculty Association). Bill 51 received first reading in the Legislature this spring. It will be reintroduced this fall allowing for feedback to the proposed legislation during the intervening months.

Terms of relocation to be negotiated

Last year the Alberta Government decided that ATHABASCA University will be moved from Edmonton to the town of Athabasca. The Faculty Association has now reached an agreement with the University under which the two sides will negotiate the terms of employment for faculty who relocate and severance arrangements for those who do not. It provides for arbitration to resolve those matters the parties cannot settle.

Certification

The B.C. Labour Relations Board decided that a unit of professional librarians at the University of VICTORIA was not appropriate for certification. The Labour Board decided that the Librarians should be part of a larger group including various administrative and professional employees. Faculty in B.C. are excluded from the Labour Code. The Librarians Association is appealing . . . The MOUNT ALLISON Faculty Association won the certification vote held earlier in the summer. The University is now arguing that all faculty are managerial and thus not entitled to engage in collective bargaining. Once this issue is resolved, the Board will be in a position to rule on the application.

Toronto seeks to amend Special Plan

At TORONTO the Faculty Association has decided to renegotiate the structure of their Special Plan framework agreement to replace mediation as the terminal dispute resolution mechanism with arbitration. The Faculty Association has found the present process, under which it is bound by the report of the mediator and the Governing Council is not, to be unsatisfactory.

Court challenge of MAUT

At McGILL, a recent case (brought by supporters of the McGill Faculty Union) alleged that the McGill Association of University Teachers (MAUT) was a management-dominated association of employees under the Labour Code and should therefore be dissolved. The Labour Court has an extraordinary power to dissolve employee associations but determined ultimately that the MAUT was not an association of employees under the Code and thus did not need to deal with the issue of management domination.

Negotiations

The University of WINNIPEG Faculty Association is still negotiating their first collective agreement . . . LAURENTIAN has a 1981-82 arbitrated salary settlement under a reopener clause which calls for final offer selection. The arbitrator chose the final offer of the Board of Governors providing a scale increase of 9.3%, an increase from $450 to $475 in the professional expense allowance and a progress through the ranks increment . . . An arbitration award with regard to the salary dispute between the Faculty Association of the UNIVERSITY OF BRITISH COLUMBIA and the Board of Governors has been received. The award provides for an overall general increase of 18.0% plus 3.0% for career advancement.

A 1981-82 salary settlement at NIPISSING UNIVERSITY COLLEGE consists of a 10.5% scale increase applied to individual salaries and to the salary scale. There is an amount equal to 1.0% of salary added to the pension plan and a progress through the ranks increment added to each rank.

A two year agreement was signed in August at ST. MARY'S. Running through to the end of August, 1983, it provides 12.5% on scale in the first year and 12% in the second year. The Career Development increments are worth approximately 4%. The agreement also provides for 80% salary while on sabbatical and 85% if leave is delayed two or more years. For the first time at St. Mary's the parties reached a settlement without the assistance of a conciliator.

A new two year collective agreement was reached at REGINA recently. The agreement which had not been ratified at the time of writing provides for a 9.75% scale increase in the first year, 10.5% in July, 1982, and another 2% on January 1, 1983. The CDI's are worth 3% per year. In addition the new agreement provides for two weeks paid paternity leave. The agreement also provides mechanisms for voluntary termination.

The salary re-opener at the University of WINDSOR has resulted in a tentative settlement providing for a 10% across the board increase and $1000 Progress Through the Ranks. In addition CAUT supplied a staff advocate to argue three sabbatical arbitrations recently all of which were referred back with directions to be reconsidered by the appropriate University authorities.

American Association of University Professors

CENSURED ADMINISTRATIONS[1]

ALABAMA
Alabama State University (December, 1961, pp. 303-309) 1962
Troy State University (September, 1968, pp. 298-305) 1969
ARIZONA
Arizona State University (April, 1976, pp. 55-69) 1976
ARKANSAS
College of the Ozarks (censure on governing board[2]) (December, 1963, pp. 352-359) 1964
Southern Arkansas University (March, 1971, pp. 40-49) 1971
Phillips County Community College (May, 1978, pp. 93-98) 1978
*Philander Smith College (May, 1980, pp. 198-206) 1980
COLORADO
Colorado School of Mines (March, 1973, pp. 73-79) 1973
GEORGIA
Armstrong State College (March, 1972, pp. 69-77) 1972
ILLINOIS
McKendree College (March, 1973, pp. 86-92) 1973
IOWA
College of Osteopathic Medicine and Surgery (April, 1977, pp. 82-87 1977
KENTUCKY
Murray State University (December, 1975, pp. 322-328) 1976
LOUISIANA
Southern University (March, 1968, pp. 14-24) 1968
Southeastern Louisiana University (September, 1969, pp. 369-373) 1970
MARYLAND
University of Maryland (May, 1979, pp. 213-227) 1979
MASSACHUSETTS
Bridgewater State College (April, 1981, pp. 86-95) 1981
Nichols College (May, 1980, pp. 207-212) 1980
MICHIGAN
University of Detroit (March, 1978, pp. 36-54) 1978
Olivet College (April, 1980, pp. 140-150) 1980
MISSOURI
Concordia Seminary (April, 1975, pp. 49-59) 1975
Harris-Stowe State College (May, 1981, pp. 133-142) 1981
NEBRASKA
Nebraska State Colleges (censure on governing board[3]) (December, 1964, pp. 347-354) 1965
NEW JERSEY
Rider College (March, 1973, pp. 93-100) 1973
Camden County College (September, 1973, pp. 356-362) 1974
NEW YORK
Onondaga Community College (June, 1971, pp. 167-174) 1972
City University of New York (April, 1977, pp. 60-81) 1977
State University of New York (August, 1977, pp. 237-260) 1978
NORTH CAROLINA
Wingate College (May, 1979, pp. 251-256) 1979
OKLAHOMA
Central State University (March, 1969, pp. 66-70) 1969
PENNSYLVANIA
Grove City College (March, 1963, pp. 15-24) 1963
Wilkes College (April, 1977, pp. 88-93) 1977
SOUTH CAROLINA
Voorhees College (March, 1974, pp. 82-89) 1974
SOUTH DAKOTA
South Dakota State Colleges and Universities under South Dakota State Board of Regents (censure on governing board[4]) (September, 1961, pp. 247-255) 1962
Northern State College (September, 1968, pp. 306-313) 1969
TENNESSEE
Tennessee Wesleyan College (March, 1971, pp. 53-57) 1971
TEXAS
Amarillo College (September, 1967, pp. 292-302) 1968
Texas A & M University (December, 1967, pp. 378-384) 1968
Frank Phillips College (December, 1968, pp. 433-438) 1969
Laredo Junior College (December, 1970, pp. 398-404) 1971
Houston Baptist University (April, 1975, pp. 60-64) 1975
Blinn College (April, 1976, pp. 78-82) 1976
University of Texas Health Science Center at Houston (December, 1976, pp. 364-368) 1977
University of Texas of the Permian Basin (May, 1979, pp. 240-250) 1979
VIRGINIA
Virginia Community College System (April, 1975, pp. 30-38) 1975
WISCONSIN
Marquette University (April, 1976, pp. 83-94) 1976

*1981 Annual Meeting delegated Committee A to remove this censure upon adoption of satisfactory regulations by governing board.

1 The censured administrations, with dates of censuring, are listed by states in which the institutions are located. Reports were published as indicated by the *Bulletin* or *Academe* citations following each listing.

2 Censure was voted specifically on the board of trustees, and not on the institution's administrative officers.

3 Censure was voted specifically on the governing board, currently entitled the Board of Trustees of the Nebraska State Colleges, for action by the Trustees with respect to a case which occurred at Wayne State College. Censure was not directed against the local or central administrative officers.

4 Censure was voted specifically on the Board of Regents of Education of the State of South Dakota, for action by the Regents with respect to a case which occurred at South Dakota State University. Censure was not directed against the local or central administrative officers.

Interview

Hiring university faculty

A new "Canadians first" policy

Lloyd Axworthy: We mean business...

Dr. Donald C. Savage, CAUT's Executive-Secretary, recently conducted an interview for the Bulletin with Lloyd Axworthy, Minister of Employment and Immigration. The topic under discussion was the federal government's new "Canadians first" policy for the hiring of university faculty.

Since early 1977, when major changes were last made to the Immigration Act, universities have been required to demonstrate that faculty positions had been advertised across the country before the government would issue the necessary approval for the admission of any foreign professor appointed by the university. In an effort to forestall any further encroachment by the government, the CAUT urged on universities the adoption of Canadianization guidelines. The guidelines advocated among other measures, the establishment of university or faculty-wide appointments review committees to ensure that appointments of non-Canadians were justified. Although these guidelines were not widely implemented, they nevertheless helped to increase the academic community's awareness of the problem.

Meanwhile, the government continued to monitor university appointments. Disturbed by the slow progress in the move to Canadianize, particularly at the junior professor level, the government recently decided to implement more rigorous measures.

Accordingly, as of May 1981, universities must advertise for Canadians (including landed immigrants) first. If no suitably qualified candidate is found, they may then advertise for a non-Canadian.

Dr. Savage: The first thing to ask you, Mr. Minister, is that since you have brought in some new regulations pertaining to academic appointments, perhaps you could give us the gist of those regulations and the reasons for bringing them in.

Mr. Axworthy: Well, let's start with the reason. Basically, it is that the existing regulations, the ones that we changed, really were not having the impact that we hoped they would have, which is to ensure that Canadian academics would get first chance at appointments. This has been particularly evident at the junior level where one couldn't quite use the argument of making comparison between records or accomplishments. A newly admitted Ph.D. from a Canadian university is presumably as good as one from an American university in the general sense. We were still in a position where a lot of appointments were being made and the regulations were not being honoured. That was not true in all situations, as some were quite responsible while others were disregarding. The point was to make the changes partly to signal that we meant business and were serious, that we really felt that academic appointments should be subject to the same requirements as other occupations in this country, which is that Canadians must have first chance at the jobs. The way of doing it was the introduction of the two-step advertising requirement. In the first of the round, it would be a Canadians first assessment, and only if there was no qualified person available, would universities be allowed to undertake a second round of advertising for people outside the country.

Dr. Savage: Perhaps before a discussion of principle, we could look at a few of the details. First of all, the first round of advertising is directed towards Canadians. How does the department define Canadians? Does that include landed immigrants already in this country?

Mr. Axworthy: Yes.

Dr. Savage: Does it include those on ministerial permits?

Mr. Axworthy: No. A person on a ministerial permit is not a landed person.

Dr. Savage: What about people already on ministerial permits, because there are some such who go through university appointments?

Mr. Axworthy: Usually those would be exceptional cases, but we would have to work on them on a case by case basis.

Dr. Savage: That would mean that refugees would not have access to Canadian appointments.

Mr. Axworthy: No. Refugees are here as landed immigrants. Once they are accepted as refugees, they are given the same right to landed status as anybody else.

Dr. Savage: What about Canadians living abroad?

Mr. Axworthy: No problem. They are Canadians.

Dr. Savage: So there is no intention of discriminating between Canadians living in Canada and Canadians living abroad or Canadians who happen to have foreign degrees or happen to have been born somewhere else or anything like that?

Mr. Axworthy: No. None whatsoever.

Dr. Savage: In practical terms, in order to reach Canadians who are abroad, it is necessary to advertise abroad. Is it permitted to do so in the first round of advertising for jobs?

Mr. Axworthy: Yes.

Dr. Savage: And does that include advertising in professional journals whether they are Canadian or otherwise?

Mr. Axworthy: Yes.

Dr. Savage: The AUCC has told me that the London and Toronto offices of the department have said otherwise. Has there been some kind of message sent out to ensure...

Mr. Axworthy: ...I think the rules were misinterpreted. I looked at the directives sent to the Ontario office. It just sets forth certain required journals, but is not an exclusive list. It is a minimum list that will have such publications as the *CAUT Bulletin* and the *University Affairs* and is basically biased to demonstrate that there is an attempt to reach a broader audience. If someone wants to add *The Economist*, for example, or whatever vehicle, they can as long as they indicate that there is a first choice for Canadian applicants — and that's purely up to the university to do that. But that's got to be done with recognition for the objectives herein stated. The advertisement should state that it concerns Canadian applicants.

Dr. Savage: What about the position of visiting professors?

Mr. Axworthy: Well, that's clearly a different category. I think, as I indicated when I made the announcement, that in such cases we would certainly apply some different standard. We would be a little more careful in examining the application for authorization. It has been our experience in the department, through the last two years, that some universities have used the designation of visiting professors as a way around the regulations.

Dr. Savage: What you're saying is, that the genuine visiting professor can be approached without going through at least two steps...

Mr. Axworthy: Well, I think it would probably be wise in that case for the university committee or the faculty committee to discuss that with our regional offices first, because they would have to get an authorization anyway just to clear the decks and demonstrate what kind of position they had in mind.

Dr. Savage: But there is no intention of attempting to prevent distinguished foreign academics from coming for a term or a year.

Mr. Axworthy: No, No.

Dr. Savage: What about the position of graduate students who are required to do some amount of teaching as part of their graduate degree, and they happen to be foreigners?

Mr. Axworthy: Well, I think that's again permitted as it is now. They have to get permits or authorizations to do that, as you know, and we would certainly allow that to continue as long as the spirit of the law is honoured.

Dr. Savage: In terms of areas in hiring where there are shortages at the moment, what sort of system do you foresee? Would you require departments to advertise in the certain knowledge that there were not any local candidates, and wait a period of time before going to the second stage?

Mr. Axworthy: Well, there are certain categories in the computer field and some engineering fields where there is a tightness in the market. I don't think it is a totally dry market and in this case, I've asked our regional officials to exercise some discretion. Where there is a demonstrated case over time, or where there is an absolute shortage, then that regulation can be waived. I mean, the point is not to provide a rigidity in the system. It is, however, to make sure that there is the opportunity for Canadians to get the job. It's still been a problem at Canadian universities. We are not trying to erect a large number of barriers, but we do want to make sure that the purpose is fulfilled. I have just come back from meetings with some university officials in western Canada, who indicated that in certain fields, it's certainly still necessary to test the Canadian market out. Our own department has a pretty good reading as to the availability of people in highly specialized areas. Obviously, there could be a dispensation or a waiving of that rule if it were proved that it would be absolutely useless to go through the exercise, but at the same time, we would not be giving carte blanche to say, well, there are no computer academics in Canada. We are saying "people may not be available, but we want you to find out who is there", particularly now that there is an increasing enrollment in those areas. Obviously part of our intention would be to encourage a certain percentage of those to go into the teaching field as opposed to going into private industry. If there is a prior assumption that none of them are available for academic positions at the university, and that therefore the university must look abroad, then they may be missing in opportunities to attract Canadians trained in computer sciences into the teaching field.

Dr. Savage: And, on the other hand, if given the world wide shortage of people in engineering and computer science, we are unable to attract any foreign teachers in these areas, then the likelihood is, we will train fewer Canadians.

Mr. Axworthy: It requires balancing, but it has to be done. I think it would be wrong either for the university to treat it in a rigid way or for us to do so.

Dr. Savage: What sort of appeal system is there if people do find that it is too rigid?

Mr. Axworthy: Well, the regional office is the one that will be dealing directly with the universities in this area, and I think that over the years we've established pretty good relationships with the university communities. Perhaps in some ways the relationships have been too open, and I think there is no doubt that as Minister of this department, I've indicated that I've wanted a somewhat stronger stand. I guess if there is a feeling of absolute irreconcilability, then they have the appeal as they always did, which is to come to me. I have resolved several of these cases in the past year. I would certainly encourage your members, however, to avoid that possibility, as they may find it easier to deal with my officials.

Dr. Savage: Well, let's get back to the principal of the matter. You suggested initially that the reason for bringing in these regulations is that you wish to encourage more Canadians to take the jobs that become available in Canadian universities. Yet, without these regulations, the number of Canadians in Canadian universities has been going steadily up. Statistics Canada's figures suggest an increase from 66% to 76% from 1973 to 1979. Why, therefore do you suppose that this will not continue?

Mr. Axworthy: Because it hasn't continued. I think our own review has showed that in the last three years there has been a levelling off. In fact, there has been a decline in the last year to around 70%. That figure isn't an actual reflection. It's skewered because in many cases, many of the junior faculty positions have a much higher percentage of foreign academics being hired. So that was a very pure signal that something was going wrong. There wasn't an evolutionary progress towards it, but in fact, we had reached a certain plateau and stayed there.

Dr. Savage: In terms of foreigners being preferred over Canadians, there have been, to our knowledge at CAUT, three such cases. We simply suggest that there have not been a large number.

Mr. Axworthy: Yes. I think the contentious cases, several of which I've had to arbitrate, are just the really visible cases. There are a lot of appointments that are made which don't become contentious in themselves. They are reflected partly through the statistics and partly through representation

CITIZENSHIP OF NEWLY APPOINTED FACULTY BY RANK

RANK	PERCENTAGE CANADIAN 1979-80	PERCENTAGE CANADIAN 1980-81*
FULL PROF.	48.5% (64/132)	56.7%(68/120)
ASSOC. PROF.	60.3%(147/244)	57.4%(116/202)
ASST. PROF.	69.4%(642/925)	67.5%(498/738)
other	78.1%(607/777)	76.1%(516/678)

* — Quebec not included in 1980-81 figures

which has been made to me by academic people, particularly those at the junior level.

Dr. Savage: Is there anything more in a general sense, that you would like to add?

Mr. Axworthy: No. I certainly don't want to leave an impression that we are being totally arbitrary about it. There really is a larger scale commitment right across the occupations in Canada to try to Canadianize the work force. I guess there has been a weakness in the past, not just in the universities. Certainly there has been in private industry where they most flagrantly rely on foreign recruitment to supply many of our main skills. As a result, we haven't really encouraged or developed those skills in Canada, but that won't be repeated.

Dr. Savage: Therefore, you intend to apply similar kinds of regulations, for instance, in dealing with engineers.

Mr. Axworthy: We apply pretty vigorous requirements right now. To get an employment authorization in this country right now, you would have to demonstrate there is not a Canadian available for that job, and we test that against the market. Even in cases where you are getting extreme shortages, such as in some of the major resource developments in the West, we are increasingly telling employers that, if they want to get authorization for 50 welders or pipefitters from the U.K. or somewhere, we also expect them equally to train the same number in their own work force so that there can be a major catch-up in that area. I think there is another aspect that the universities have to be aware of — and they are certainly more aware of it than anybody is — namely, the increasing tightness in the university market itself. We've got to be more rigorous because there isn't the same expansion that took place in years past, and at the same time there are a large number of Canadian graduates coming out of our graduate schools. We want to make sure that they get the first chance. A first chance at a much smaller number of positions.

Dr. Savage: Have you thought, perhaps, instead of raising barriers against the United States or the rest of the world, attempting to negotiate an academic auto pact with some of the other countries?

Mr. Axworthy: It is an idea. I'm in a position of having been one of those trained in an American university system. I got my graduate degrees in the U.S.A. As you know, the American requirements for [illegible] to teach there are much tougher than ours. It's virtually impossible for a Canadian, unless they are exceptional or are in an area that the Americans want to grab, for anyone to get a job in an American university. It may be that, over time we could move towards an opening in that system, but right now it is really a one-sided case and we are expected to be far more open than the United States is. They get mad if we aren't. But in this case our regulations aren't even as rigorous as theirs are.

Dr. Savage: Yes. I'm aware of that and it's clearly impossible to run a free trade system with only one side playing the game. I don't think that anybody would quarrel much about that. The solutions are in two different directions: one is to have the same restrictions, the other is to have reciprocal agreements. It might be useful to the intellectual life of the country for there to be a freer flow of people.

Mr. Axworthy: Yes. I certainly hope so. We have an Immigration Task Force, and it has been working on a number of aspects of our immigration regulations. I have set up a number of joint study teams with different cultural organizations — ballet, dance, music and entertainment — who are affected by the same problems. We have a reasonably open flow into Canada with a very tight system for Canadians working in the United States. It could be that the universities, at some point, will have to come to grips with this. My objective, I think, is a very simple and fair one, that is to make sure that Canadians have jobs at universities. Therefore, we provide an incentive all along the line to maintain our graduate operations. That's particularly difficult in a time when there is such a slow market demand in universities for the appointments. But I'm not adverse to looking at a better solution if there is one.

Dr. Savage: You said that there was a task force working on this.

Mr. Axworthy: Not this specific issue. We've been working on things like domestic workers and immigration consultants and refugee procedures, just a lot of nuts and bolts of the Immigration Act.

Dr. Savage: Would it be possible to talk to these people about this?

Mr. Axworthy: Yes. I think that I can probably ask Mr. Stern from my office to make further contact with you and major academic organizations to see what their views are and how we might want to pro[illegible]

McDonald Commission

.....p. 1

organization, were assumed to be free from any restrictions on university surveillance. Mr. Goyer agreed. The McDonald Commission found this to be "a somewhat unwarranted interpretation."

Although Mr. Starnes wrote a memorandum following these decisions stating that the situation in regard to campus surveillance was now clear and that he expected "...Division Security Officers to intensify or maintain, as the situation warrants, our coverage of the university milieu", it appears, according to the McDonald Commission, that the RCMP security forces believed that they were effectively precluded from any investigation on campus.

Mr. Trudeau reiterated cabinet policy to the CAUT in January 1978 and extended it to include all security forces (the armed services, the RCMP, etc.) but stated that no one can be regarded as immune from investigation or surveillance if there are reasonable grounds for believing that he or she is, or has been, engaged in subversive activities.

It all depends, as the McDonald Commission recognizes, on the definition of subversive. The Commission supports the current policy of the cabinet. "The main reason for limiting the activities of the security intelligence agency on university campuses is that excessive surveillance will have a chilling effect on the freedom of discussion and debate which is an essential characteristic of the liberal university." The Commission says that the campus cannot be a sanctuary for criminal activity. But the key is in the definition of subversion, and the Commission accepts the Prime Minister's letter to the CAUT, provided subversion is defined and limited in the manner indicated in the Report.

The Commission suggests that the RCMP have used the fact that some groups held illegal parades, meetings or strikes to give them carte blanche to infiltrate on the grounds that an illegal and thus subversive activity had taken place. The Commission makes it clear that the security forces should only be concerned with serious threats to the democratic order. "Most attempts by violence-prone groups to interrupt the process of rational discussion on campus," it suggests, "appear not to fall in this category and should be handled by local police."

The CAUT will be requesting an interview with the government to further clarify the surveillance activities of the security forces in the light of the McDonald Commission.

The McDonald Commission's report comments on a number of issues raised by the CAUT in its original brief (March 1978) and in its supplementary submission (August 1979) following the organization's appearance before the Commission. The Association will be preparing a response to the federal government on all of the major matters contained in its two briefs.

NOTES FROM WASHINGTON

by Josh Horton

Corks popped and California champagne flowed all over town as the Reagan Administration celebrated double-whammy victories in Congressional debates on the budget and tax bills.

But now, as is true of so many mornings-after, the wine has turned a bit flat, and the hint of a headache hangs over yesterday's celebrants.

Of particular interest to us is that, even while giving the President the victories for which he bargained, cajoled, and "charismaed" (a Haigspeak construction), Congress made it perfectly clear that it would not perform meat-cleaver surgery on funding for federal programs in higher education, as had been proposed by President Reagan and Director of the Office of Management and Budget, David Stockman, in their short-lived, best-selling "Black Book."

Here is where things stand following passage of the Omnibus Reconciliation Act of 1981:

- Congress blunted efforts by the House of Representatives to reduce funds for Pell Grants over the next three years. Instead, it voted authorization levels increasing from the present $2.6 billion to $3.0 billion by 1984. But the maximum Pell Grant was not increased, as had been required under 1980 legislation. Instead, this Congress established a maximum of the lesser of $1,800 or 50 per cent of the cost of attendance for each of the next three years. This was accomplished by authorizing only minimum funding for Supplemental Educational Opportunity Grants, State Student Incentive Grants, College Work Study, and National Direct Student Loans.
- In place of the present liberal policies of the Guaranteed Student Loan Program, Congress set $30,000 in annual adjusted family income as the maximum for an automatic loan of $2,500. (However, a student whose family income is above $30,000 would be eligible for a guaranteed loan based on "remaining need", with the Secretary of Education authorized to determine the need-analysis method to be used for the revised program.)

Lending institutions, if not students and their families, found sweeter changes in the Guaranteed Student Loan program. Congress authorized a 5 per cent "origination fee," set the minimum loan amount at $1,000, and increased the minimum annual repayment from $360 to $600.

- For the newly established Parent Loan program, Congress extended eligibility to independent undergraduates and to graduate students. But it raised the interest rate from 9 per cent to 14 per cent, and it also raised the interest rate on National Direct Student Loans from 4 per cent to 5 per cent.
- Congressional authorization levels for categorical programs administered by the Department of Education also are higher than those requested in the Reagan/Stockman proposals. These programs provide assistance to college and university libraries, developing institutions, international education studies, and graduate and professional fellowships. The Fund for the Improvement of Postsecondary Education was maintained at the current level of $13.5 million, and no changes were made in the authorization level for the new Urban Grant University Program.

Meanwhile, back at the beseiged Ivory Tower, tuition costs and other expenses continue to climb. This, plus the Reagan budget's tougher student-loan eligibility standards, will place an increasing financial strain on low-income and middle-income families who want to educate their offspring so they can get into the upper-income brackets where the real tax breaks are.

That's just for starters. Already, the Administration's estimate of a $42.5 billion budget deficit this year has been creeping upward, possibly to $60 billion or $70 billion. And in a week or so, Congressional debate on the *second* tax bill will begin — this one called a "Christmas Tree" budget which will contain the tax-reform baubles and trinkets dangled before loyal and deserving special-interest groups who didn't get theirs in the first go-around.

Now, "deficit" is a dirty word with the Administration, and morality itself demands that the budget eventually be balanced. Just how deep this conviction is can be seen in recent tentative gestures toward possible pruning at the Pentagon, sacrosanct aerie of America's defense. *Thot's* how important a balanced budget is.

Even before this debilitating news was announced, though, the word was out that at least another $32 billion or so had to be cut from next year's federal budget, and the President had announced during his August vacation that some 75,000 federal employees were to be "riffed," several thousand in the Department of Education alone. (In the meantime, the Secretary of Education is intent on making his own department self-destruct, but that's a matter for fuller coverage at another time.)

So educators in the United States — and those who wish to be educated — stand in a lull between two battles. The one just behind us didn't result in the total destruction which many feared, although there were major casualties. The battle ahead may be even rougher.

Much of the factual material presented in these Notes (but not the personal opinions) was provided by Alfred D. Sumberg, Director of Congressional Relations of the American Association of University Professors. In a report to the AAUP, Dr. Sumberg had these conclusions:

"In retrospect, the confrontation with the Reagan Administration resulted in much less damage than we expected at an earlier stage. For the moment, there is a sensitivity in Congress to the significant role played by federal higher education programs, but that sensitivity can be overwhelmed by political realities in an election year, particularly if the President's economic program fails to produce the results which have been promised. "The greatest danger of the 1980s is that a healthy industry could easily be turned into a depressed industry as a result of serious miscalculations about the financial needs of students, faculty, and institutions of higher education."

Effective this issue Josh Horton will be replacing Clive Cookson as author of Notes from Washington. Mr. Cookson has left his post in Washington for a new assignment with **The Times** *of London in England.*

Mr. Horton is well qualified to act as observer for the **Bulletin** *on events affecting the American academic community. A graduate of Williams College (English) and the University of Michigan (Journalism), Mr. Horton has had some 20 years work experience with both teachers and administrators in development and public relations. At present, Mr. Horton is assistant to the general secretary and director of program development for the American Association of University Professors. It should be noted that the views expressed in this column are Mr. Horton's own and do not represent official AAUP positions.*

Acts beyond the mandate

The following is an excerpt from the final report of the McDonald Commission on the R.C.M.P.: Freedom and Security under the Law, Chapter II — "Acts Beyond the Mandate", pp. 343-7.

In the mid-1960s the Security and Intelligence Directorate of the R.C.M.P. reached the conclusion that much subversive activity had its origin in universities and colleges and it was anxious to improve its coverage of such activity. While subversive activity was still considered by the R.C.M.P. as predominantly Communist, it was no longer seen by them as exclusively so. Thus, in Quebec there was evidence that terrorist sympathizers were active in universities and other educational institutions. The Security and Intelligence Directorate therefore decided to put special emphasis on the development of sources in the university milieu, but to do this within the constraints previously imposed by government. There is no evidence that sources were developed from among students, but it is clear that a good deal of effort was devoted to the recruitment of faculty members. In an important directive to divisions, dated November 29, 1967, a senior officer in the Security and Intelligence Directorate gave instructions to develop sources on campus:

> As noted above, it is contended, with rather overwhelming supporting evidence, that university campuses are the core (sic) to these newly recognized, potential threats to national security. It is not suggested that universities, per se, are involved in conspiratorial activities directed against our democratic system, however, it is an irrefutable fact that they do exert considerable influence on sociological issues of the day and are, therefore ripe targets for communist infiltration and manipulation. You will undoubtedly agree that a person who privately harbours Communist sympathies and who gains an influential position in a select faculty on a university, can contribute immeasurably to the Communist cause. The value of such a person to the movement is obvious as is our corresponding security responsibilities. In addition to this, universities are obviously being utilized as stepping stones for infiltration of other intellectual groups and, of particular concern to us, of "key sectors" of society. It seems apparent then, that university campuses are the focal point of the entire problem.
>
> In attempting to devise ways and means of attacking this problem, many and varied methods, short of conducting on-campus enquiries, have been considered and implemented. As indicated above, however, the success achieved has been negligible and leads one to question the suitability of our current techniques. In analyzing these methods it is obvious they are ineffective and completely inadequate in light of current demands. This can, for the most part, undoubtedly be attributed to the present restrictions placed, by the Government, on subversive enquiries at educational institutions. It is evident, however, that no appreciable progress can reasonably be expected in this area without the cooperation of, or liaison with, select faculty members on the universities concerned. Our experience during the past six years has clearly shown that the desired information is simply unattainable off campus and, if we are to succeed in this important undertaking, our current methods will require a degree of revision. It is felt that with tact and diplomacy we could achieve our objectives, or a good portion of them, without transgressing the assurances we have provided to the government.
>
> It will be recalled that in 1961 the Government was assured we would refrain from conducting enquiries on subversive activities on university campuses. Instructions in that respect are contained in our memorandum of 21-6-61... This restriction is still in effect and, under the circumstances, we are bound to abide by this directive until such times as it is revoked. It is significant, however, that the restriction pertains exclusively to subversive enquiries with no objection being made to the conducing of legitimate security enquiries. Throughout the dispute of 1961/62 relative to our on-campus investigations the necessity of legitimate security enquiries was conceded by even our most vocal protagonists. This position was never refuted during subsequent debates and apparently, has been accepted by all concerned.
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> While we are morally, and indeed, honour bound to respect the assurances we made to the Government in this area, paradoxically, we are still burdened with the responsibility of keeping that same Government abreast of Communist penetration of the educational process. However, since we are under this dual obligation it is clear that the probable solution lies within the realm of security enquiries through which it is possible to establish liaison with faculty members. Such enquiries are, in fact, the only legitimate grounds on which we may establish this liaison. Since our efforts are restricted to this one avenue, we should exploit the opportunity to the fullest possible extent in keeping with our heavy responsibilities in this area. As a point of interest, the limited success we have enjoyed to date was, in large measure, accomplished through this medium.
>
> While limited progress has been made in various areas, the success realized at one particular institution may best illustrate the use to which legitimate, on-campus enquiries may be put. Two senior investigators, well versed in (counter subversion) Branch interests, were delegated to conduct all university investigations, including the all important security screenings. Our knowledge of Communist penetration of the institution was then reviewed and, on the basis of the review, specific faculties were singled out for further study. Security investigations relating to these faculties were given particular attention with a view of eventually interviewing all professors who were not adversely recorded in our indices. All such professors listed as references on the P.H.F.s (Personal History Forms completed by applicants for employment in the public service) were interviewed without fail. Additionally, faculty heads and assistants, even though they were not specifically mentioned on the P.H.F.s, were requested to provide character references on former students seeking sensitive government employment. As part of the character study the professor was routinely invited to comment on the person's loyalty and patriotism. Needless to say, the members concerned identified themselves as members of the Force and fully explained to the professor in question the exact nature of the enquiry. Under no circumstances was the overt and legitimate nature of the enquiry deviated from.
>
> Following each interview the investigator committed the salient points thereof to paper in a book which was maintained for the express purpose of compiling data on faculty members of the university concerned. This was, of course, in addition to the usual report on the particular (security screening) file. Each professor or staff member interviewed was allotted one page which was headed with the faculty, the professor's name and his position. Beneath this were listed all interviews with him. These were detailed as to the date of the interview, the reason therefore... and most importantly, the professor's personal reaction. Special attention was devoted to his willingness, or lack of same, to cooperate with the investigator, his general attitude towards the Force and what sentiments he displayed, verbally or otherwise, to our presence on the campus.
>
> All contacts on the campus were duly recorded and analyzed. Those who were obviously well disposed towards us and who appeared willing to cooperate, were given additional attention. Efforts were made to arrange further interviews (based, as usual, on security enquiries) during which the subject's reactions were further examined. As at the outset, subsequent interviews were restricted to the security enquiries concerned. All reactions were, however, recorded in the manner noted in the preceding paragraph. In addition to fulfilling the requirements of the enquiry, the investigators endeavoured to establish a personal rapport with the professors. This was accomplished through general conversation on far ranging topics and, in some cases, limited social contacts in the form of coffeeing or lunching together. As in the past, no effort was made to directly solicit the individual's cooperation, nor was the matter of subversion broached. Essentially, a friendship was developed with an attempt made to relegate the professional status of both the investigator and the professor, and all that entails to, at least outwardly, a position of secondary importance.
>
> The discussions entered into arose very naturally when our "business transactions" were completed. Besides any number of topics of no particular concern to us, many persons, because of our declared interest in "security", raised, in general terms, the subject of Communism. Under the circumstances this was considered a natural course of events. Most had very definite views and the discussions which ensued were, to say the least, of more than passing interest to the investigators. In spite of a general opinion to the contrary, it was found that many professors were not only very much aware of the threat posed by Communism but also genuinely concerned about it. Those discussions were enlightening and posed no threat to our operations since the subjects raised were covered in depth in any number of books or other publications available to the general public. Other subjects such as the international situation, the Sino-Soviet dispute, local issues (political or otherwise) were often raised in these general conversations.
>
> One topic which, not surprisingly, was frequently raised by faculty members was the dispute raging over our "on campus" investigations. Discussions in this vein quickly determined the person's views on the matter and removed any doubts, one way or the other, the investigator might have had. In most cases, however, the issue was raised in a sympathetic manner. Occasionally, when circumstances appeared favourable, a professor would be asked outright if he had any objection to our security enquiries. This frequently led to his revealing his views on the entire question of on-campus investigations, subversive or otherwise. It is significant that, in most cases, there was no objection to any of our enquiries so long as they were conducted prudently and with discretion. A detailed account of all such discussions would be impractical at this juncture, however, a brief insight of their scope is provided by the foregoing points. No doubt the most important point is that neither the letter, nor the spirit, of the trust placed in us by the Government was broken. All contacts were legitimate, honourable and useful. Under no circumstances was the professor's formal cooperation sought nor was the subject of subversion raised by the investigators. In short, every precaution was taken to ensure that our long range interests were not compromised. The individuals concerned were provided no opportunity to voice any legitimate complaint of unethical practices on our part.
>
> When the foregoing plan had been pursued over an extended period of time, some rather pleasant developments took place. The most significant of these was in the number of professors, etc., who eventually offered their full cooperation on all matters of interest to us. Many, without prompting on our part, volunteered, or at least chose to discuss, the activities and political views of a number of their colleagues. It was evident that they would have spoken to us sooner but did not know anyone connected with the Security Service and would not take it upon themselves, for obvious reasons, to call our offices "blind". Once an association had been developed some individuals actually called us to pass on pieces of information of potential interest to us. This willingness to cooperate was displayed in varying degrees and in a variety of ways, however, of immense importance to us was that a workable liaison had been established. By mere social evolution our interest in subversion was also accepted and information developed without the necessity of us first providing information on persons of interest to us. This was also accomplished without the necessity of directly soliciting their cooperation.
>
> Of further value in an operation as that described, is the fact that, besides creating liaison with faculty members, it also determines those persons who should not be contacted. This is of positive value since it alerts us to potential problem areas which would otherwise be unknown. Such information, gained through legitimate means, could prove useful in various ways on future, unrelated enquiries. This could be of particular value relative to extremely delicate (counter espionage) Branch enquiries which very often involve this profession.
>
> The essential point in this type of operation is that no attempt of any kind is made to solicit an individual's cooperation. What we are doing, in effect, is making ourselves known and available to the profession should any of its members have occasion, and the desire, to speak to us. Once this desire is expressed we would be grossly negligent in our duties if we refused to listen to the person. In the operation described above a number of persons did, in fact, indicate they were glad to meet us since they wished to discuss certain matters. It is assumed that, had we not made our presence known, the persons concerned would not have made any special efforts to contact us. Although persons in this profession will not usually initiate contact, it has been proven that they will confer with us if they know one of our investigators through previous legitimate dealings. Once the desired liaison has been established and continued over an extended period of time, the individual concerned really becomes an established casual source with whom we can safely deal.
>
> It is noteworthy that in the above described operation, which has been in effect for five years, no embarrassment to the Force resulted; our assurances to the Government were not broken; standing policy within the Directorate was not contravened, yet, a workable and valuable liaison was established in the institution concerned. It should also be noted that university students were not involved in any manner in the plan. All things considered, it was a worthwhile and secure exercise which proved that, in spite of the restrictions under which we are obliged to operate, we can discharge our responsibilities in this delicate field of endeavour.

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The use of S.I.N. and individual privacy

A new criminal offence is needed to address the real problem — the secret and unauthorized use of personal information

by Inger Hansen

A report concerning the Social Insurance Number was tabled by the Honourable Jean Chrétien in the House of Commons on 31 March 1981. The report was my responsibility and, in it, I strongly urged that controls be placed on secret, unauthorized use of personal information.

Terms of reference

The study was requested by the former Minister of Justice, Senator Jacques Flynn, in February 1980. The terms of reference required me to examine the extent of the use of the social insurance number, whether it was used as a data-linkage device and whether its use as such constituted a threat to privacy. I was also asked to consider the implications of regulation or prohibition of the collection of the number.

Although there were no public hearings, an advertisement was inserted in newspapers across Canada inviting people to send in their views by letter. The provincial governments and some municipal institutions and associations in the private sector were invited to contribute briefs, and they did so.

I appeared as a guest on hot-line shows across the country to answer questions and solicit the views of the public. Clearly, the subject was of interest to many people. During the six-week period of the radio shows, we received an average of ten letters per day.

We quickly uncovered widely differing attitudes toward the use of the social insurance number. Some individuals opposed its use on the basis that it is impersonal and dehumanizing to be known by a number. Others suspected that possession of the number itself provides access to all recorded information about a given person, that the number facilitates surreptitious or inappropriate linkage of data. Some resisted using the number for religious reasons. Some saw the use of the number as either the first or the final step in a totalitarian takeover.

A number of immigrants expressed an aversion to the use of the number because of their experiences during the Second World War. Still others objected to its use for purposes other than those originally announced by the federal government. Some referred to a "solemn promise" of the government not to extend the use of the number. Other individuals praised the efficiency and the accuracy resulting from the use of the number in machine-processing of data, and advocated its universal application for identification purposes.

Inger Hansen is Canada's Privacy Commissioner

It did not take long to realize that the social insurance number was used almost everywhere. While certain federal statutes make the use of the social insurance number compulsory, it is also asked for in the federal government sphere on a long list of forms, ranging from travel claims to requests for access to personal information banks. It is also used to identify members of the Armed Forces and on applications for participation in the lottery for the annual wild goose hunt. In the provincial field, it may be requested for purposes of provincial elections, applications for licences, age of majority cards, or medical insurance schemes.

In the private sector, the number is requested in many transactions, for example the cashing of a cheque or the renting of a vacuum cleaner or joining a spa. The reason for using the number was primarily to distinguish people with the same name. It was apparent that many users of personal information outside the federal government adopted the social insurance number rather than establishing their own system and it appeared that the social insurance number was sometimes requested only because there was a vacant space on a particular form. The extent of the use of the number is perhaps best illustrated by the fact that two-thirds of the report by volume is taken up with documenting its use.

The balance of the report contains arguments to support four recommendations, namely that:

- An offence be enacted, similar to theft of property, in respect of certain transactions related to personal information;
- Individuals, on application, be exempted from being identified by a social insurance or other number in federal information systems, possibly on payment of a fee;
- The federal government study the need for contingency plans to ensure the protection of information banks containing personal data during periods of man-made or natural disasters; and
- The federal government inform people of their rights to information privacy and the need for individuals to assume part of the responsibility for not releasing their personal data arbitrarily.

Tom McDonald

An offence against the privacy of another

In certain circumstances, personal information should be protected as much as personal property, but there is no crime of theft of personal information. The concept of theft involves the unlawful taking by someone and the deprivation of another. If someone absconds with personal information, it may still be available to the one who possessed it. Even if the thief took the folder or the computer printout, the charge would relate to the value of the paper, not to the value of the information or the harm that might arise from its unauthorized use.

The Criminal Code is adequate to deal with this kind of "theft", and the need for a new criminal offence has become obvious and pressing because computer technology has increased our capacity to collect, store and transmit information.

The offence proposed in the report would address the real problem which is secret and unauthorized use of personal information. At the moment, individuals lack control over personal information they give away. But if users of personal information had to disclose proposed uses at time of collection, or were compelled to obtain consent later, transactions involving the exchange of confidential personal information for benefits and services would be above-board and subject to bargaining. The proposed offence would achieve that and the criminal law is the cheapest and most effective way to force such disclosure.

The offence could be called an offence against the privacy of another, and it should prohibit the wilful undisclosed acquisition, alteration, use, processing, manipulation, transmission or destruction of personal data, not otherwise authorized by law. I suggested the prohibition should apply to personal data:

- provided to obtain a benefit or service,
- provided under compulsion of law, or
- placed in the custody of another for storage and the exclusive use of the depositor.

The terms of the collection of personal information would thus make the proposed uses clear, and all other uses would be illegal.

Additional sections could deal with unauthorized export of data and personal information collected prior to the enactment of the offence.

The offence would provide protection from the harm that members of the public perceive as arising from the use of the social insurance numbers as a data-linkage device, but it would also make illegal other inappropriate or undesirable data-linkage, regardless of the device used. It should deter "theft" of personal information and lead to measures that would prevent the commission of the new offence.

There are several advantages to the proposal: A criminal offence applies to everyone in both the public and private sectors and to both provincial and federal spheres of authority. It does not interfere with provincial laws such as, for example, those protecting credit information. Data commissions to control or protect data and licence collectors of personal data could still be established provincially and federally, if necessary. The creation of a new criminal offence does not require special measures for enforcement or more bureaucracy and, barring unforeseen inventions, the offence would still be a workable concept in a cashless, paper-less society, where the so-called smart card is used.

In the report, I urged the government to accept the proposition that control of S.I.N. alone would not provide informational privacy protection because the danger to privacy that arises from the widespread use of the social insurance number is inherent in all data or combinations of data that serve to identify an individual.

This may best be understood by considering two filing cabinets with paper records. The file folders are retrievable by the names of people, some of whom appear in both systems. The files can be linked simply by using the common names and merging the information kept on each individual. If

➪

those two sets were filed under the social insurance number, the same could happen. A clerk could accomplish the task within a reasonable time. But if one set were filed under the social insurance number and one under the name, somebody would have to read the records before they could be merged. It would take time, be costly, and would only be done if necessary. Computers are more efficient, however, and no-one needs to read the machine-processed record to retrieve or link the data. The key to access in a computer-based information system is not necessarily dependent on a unique identifier or what the records are "filed under".

Resistance to the social insurance number is symbolic of a larger issue. An identifying number is neither good nor bad, but it may be used to benefit or harm a person. To ban the social insurance number or to limit its uses would protect privacy to a degree. But, the taking of such measures might induce the belief among members of the public, for a short while at least, that the danger of misuse of information had been eliminated. Appearing to "solve the problem" by simply banning the social insurance number could delay or prevent the taking of the thorough and appropriate action that is necessary to protect informational privacy.

That is why the main recommendation was directed towards the unauthorized, secret use of information. The effect of my proposal, if enacted, will be to compel a person or institution collecting personal information in exchange for benefits or services to disclose proposed uses for the data. Uses not authorized in law, or disclosed or consented to later, would be illegal.

The enactment of the suggested offence will not solve all problems related to the use of the social insurance number or of other personal data, and other recommendations were made with that in mind.

The right to opt out

There should be an opportunity for individuals to be exempted from having to provide a social insurance number. In the relative security of the North American continent, few people believe that intolerance or persecution on the grounds of race, religion or political beliefs could occur on a mass scale or by official policy, made even more efficient by the existence of numbered data banks full of information about individuals. Few native-born Canadians carry tattooed numbers on their bodies, but those who do will never feel completely secure. For some people, a state-issued number is a reminder of brutality that was sanctioned by a state, of terrorism, or of occupation by a foreign power.

The use of the social insurance number offends the religious beliefs of some people. The Old Order Mennonites and Amish groups choose not to receive certain social benefits enjoyed by others but instead provide the same care within their groups. They do not wish to be seen as acquiescing in participation in social programs and suggest that by accepting a social insurance number, they do exactly that.

For those reasons, I recommended that it should be possible for individuals to be exempted from using the social insurance number in their dealings with the federal government. If there were a substantial increase in administrative costs for people who did not have social insurance numbers, a reasonable fee could be charged.

The Income Tax Department had already taken steps to adopt this policy before the tabling of the report.

The vulnerability of computerized data

In times of peace and freedom from natural disasters, the laws and customs of a country may offer sufficient personal data protection, but that protection might not be adequate in times of upheaval or catastrophy. A report by the Swedish Sarbarhets Kommittén, published in June 1978, summarized a computerized society's vulnerability to crime, misuse of data for political purposes, espionage, war, sabotage, occupation, natural disasters, and the increase in vulnerability that arises from the concentration and computerization of data. One can only speculate on the danger of concentrated systems of records disclosing race, religion, sexual orientation or political beliefs, falling into the wrong hands.

A recommendation for a similar study was included in my report because I became convinced of the need for a Canadian study of those issues.

Public education

The inquiry disclosed a lack of concern with the privacy issue in many quarters and a lack of knowledge on the part of individuals that they can, in the vast majority of cases, refuse to divulge personal information. Many people are afraid to ask collectors of information:

Do you need to know?
Why do you need to know?
How will you use my personal information?
With whom will you share it?
What measures will you take?

- to keep it secure and confidential?
- to keep it accurate, relevant and up-to-date?

Those are fair questions that deserve honest answers. That is why I suggested that the federal government promote public awareness of the need for data protection and the individual's responsibility for not releasing data just because it is arbitrarily asked for.

The federal government's promise

The federal government has been accused of breach of faith or inaction in relation to the social insurance number, and many believe that the number has become a universal identifier because government has failed to limit its use.

Those attitudes appear to stem from a discussion which took place on April 8, 1964 in the House of Commons between the Right Honourable John Diefenbaker, the Leader of the Opposition, and the Right Honourable Lester B. Pearson, then Prime Minister. Mr. Diefenbaker suggested that the social insurance number might be used for income tax purposes and Mr. Pearson interjected, "Certainly not". Historian David H. Flaherty had concluded that the "Certainly not" blurted out by Prime Minister Pearson in response to oral questioning by John Diefenbaker "... has none of the persuasiveness of a formal undertaking made in the House of Commons by a Minister of the Crown. A formal undertaking would normally have to be a clearly-prepared statement laying out policy in response to a stated question."[2]

But technology overtook this whole question. The moment for forbidding the use of the number for anything but the original purposes for which it was introduced has passed. It is useless now to debate whether the government failed to regulate the use of the number by default or design. There is a danger, but it arises from linkage of data, not the use of a particular identifier.

1. **Unemployment Insurance Act, 1971**
   Immigration Act, 1976
   Income Tax Act
   Canada Pension Plan
   Old Age Security Act
   Family Allowance Act, 1973
   Canada Elections Act
   Canadian Wheat Board Act (Regulations)
   Student Loan Act

2. Professor David H. Flaherty, "The Origins and Development of Social Insurance Numbers in Canada," 1980.

Copies of this article are available in French at the CAUT central office in Ottawa.

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A generation of students are being cowed and prodded into the study of "safe-bet," job-related fields.

A case for the liberal arts

by Tom Henighan

We live in a time in which the dominance of science and technology ensures widespread rapid social and intellectual changes. These changes are so fundamental and so immediate in effect that it is virtually impossible for a single individual or group to keep track of them, much less organize them to ensure that they enhance rather than diminish the general quality of human life.

In the nineteenth century, when this process of rapid change was first perceived, the initial tendency was to see it in terms only of progress. Things were changing; and they were changing for the better, because science was essentially good. The growth of the industrial world made possible by its discoveries would surely bring the greatest good to the greatest number, give or take a few poor souls doomed anyway to falter in the universal struggle for existence.

All of a sudden, in education, science became respectable and a great Victorian like T.H. Huxley could argue that it offered quite as good a training in culture as the traditional liberal arts studies. Not quite right, replied another great Victorian, Matthew Arnold, who suggested that science of the narrow kind constituted "instrument knowledge", useful but limited. Arnold contended that the arts were still necessary to deal with broader questions, including those new ideas about the universe that science itself was hatching.

Despite the protest of Arnold and others, the idea of education for utility, education by means of and for science, education for specialized professions, slowly gained acceptance. This new attitude developed at the expense of the ancient and medieval idea of education for leisure, education for contemplation, education for recreation, education for its own sake. Partially this was a good thing, too, because science does constitute one of the great achievements of the human mind, and the old system did arise in connection with a rather pernicious and humanly limiting class system.

But then a strange series of historical circumstances ensued. The naive confidence in progress through science gave way to a great deal of skepticism as we moved into the twentieth century. Modern man began to see that science in league with technological revolution and political ineptitude could cause immense problems, including massive reliance on dwindling resources, pollution, personal alienation, and the threat of the end of civilization itself through nuclear holocaust. The ordinary person in the developed countries of today, highly impressed by science's ability to guarantee wonders, has been content to muddle along, tacitly accepting science as the new faith, but also sometimes feeling a touch of unease when things don't work out as the prophets of the new faith insist they should.

There has indeed been an intellectual reaction against science, but this reaction has not really affected the inroads of scientific and practical studies upon the old liberal arts curriculum. While pure science is regarded by many lay people as fostering rather strange notions and being economically rather unprofitable, they still consider it a far more sensible area of study for their sons and daughters than, say, Latin or Greek.

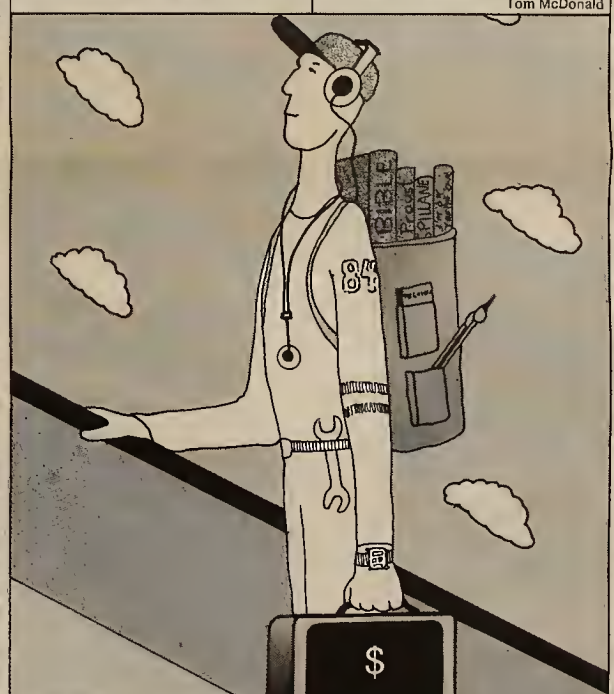
When it comes to subjects of study, school counsellors and parents alike urge the necessity of the practical. Engineering is better than chemistry; medicine is better than physics. And as for the arts, well, every middle class person recognizes the decorative and recreational value of the arts, and is quite willing to put his or her money into paintings, for example, as a hedge against inflation; but parents swoon and choke when their university-age offspring announce their intentions of taking a degree in some arts discipline — in music, religion, literature, or, God forbid, even those classical studies advocated by Matthew Arnold.

After the luxury of rebellion against science and establishment education in general by middle-class youth of the sixties — a luxury enjoyed thanks to economic surplus and a background of social stability, we have entered an era of devotion to instrument knowledge that would make even T.H. Huxley wince in horror. We have entered an era of no-risk conservatism, in which a generation of young people are being cowed and prodded into the study of university subjects that will guarantee, supposedly, an immediate financial return after graduation. The joke here, of course, is that no such guarantee is possible. It is true that in comparison with an engineering student an arts student is taking a bit of a financial risk, but the catch is that the more specialized the training, the more likely it is to become quickly obsolete.

No doubt there are great numbers of students today thinking that it would be a great idea to get training in the burgeoning field of micro-electronics, for example. Maybe it would be; but *no one* can fully predict the future of any *specific* job in such a rapidly developing field. In short, the more specialized your training even in a so-called "safe bet", job-related field, the more likely you will be out of a job five years after the start of your actual working life.

Meanwhile, the arts, with their capabilities for broadly useful training and specifically relevant skills are being ignored.

Tom McDonald



One can only wonder what is in the minds of the presently entrenched Government of Ontario. This government is not only massively indifferent to the necessity of fostering non-utilitarian kinds of higher disciplines, but its policies are abetting an elitism which denies access to any higher study on the part of the needy. A society of rulers and drones looms in the future: one that appears more like a nightmare of science fiction than a practical alternative for responsible educational development.

That such a policy can be implemented is a testimony partially to the political vulnerability of the educational establishment. It is also a warning sign that this establishment has utterly failed to communicate its claims and virtues to society at large. For this situation, arts faculties must take a special share of the blame, because there if anywhere must exist the power of speech, the historical perspectives, and the moral energies that would point out the short-sightedness of such government actions.

In addition, arts faculties are severely to blame for certain blindspots in their approaches. Under the present stringencies, there has been far too little in the way of educational experimentation and alternative curricula. The tendency, in some cases, has been to adopt a smug fortress mentality, to set up unnecessary barriers between subjects and to mistake overspecialization and narrowness for professional competence.

Fostered by the negative side of Arnold's traditionalism, some arts disciplines have been very slow to meet the challenges of the present. Arts faculties must seek to rid themselves of the impotence of isolation and of the stigma of the beleagured mentality. There are many positive steps which can be taken to achieve this end: the development of far more awareness of the use of the media in education; the increase of inter-disciplinary study; more contact with the local community; more contact with creative and especially controversial thinkers and artists not part of the immediate academic or local scene; and more questioning of our personal relationships to our disciplines that enables us to recognize our special commitments and biases and to work to strengthen or modify these factors as required.

The Manipulated Environment

As we approach the year 2000, we are moving into the era of the Manipulated Environment. In the coming decades, we have every reason to suppose that there will be a shrinkage of options for the individual and increased control by powerful social groups and interests relatively immune to political response from those who wish to modify their influence. The development of multinational corporations, which operate in many cases outside of the political control of any one elected government, is a case in point. It is no accident that the most perspicacious science fiction writers have often predicted a world in which these groups will compete equally with or actually replace elected governments, and introduce measures of social control that will make Hitler's regime look like the reign of a political amateur.

The corruption and subversion of our information networks is already a real possibility, as monopoly power grows, and the wonderland promised for television appears more and more like a wasteland of superficiality, mediocrity and political distortion. Our privacy is threatened by computerized storage of information in

Professor Henighan is with the Department of English at Carleton University. His article is adapted from an address given to potential arts students, parents and faculty at Carleton University in May.

central places easily accessible to a ruthlessly minded government.

Such promised communications revolutions as telematics, or two-way television, which have inspired such enthusiasm (and indeed, national hopes, since Canada is a pioneer in this development) seem particularly vulnerable to subversion. We are promised a computerized home network with the intellectual and artistic resources of the world at our disposal: but does anyone really believe that this is what we'll actually get? Or that we will get it without the inevitable price of loss of option for dissent; or that in acquiring it we will be able to escape inviting Big Brother into our living rooms.

We have already lost the power to influence major decisions affecting our future. A glaring example of this is the development of nuclear power. Nuclear power, for good or ill, is a power system innately divorced from control of the public at large. It is a power system which has been and inevitably will be developed and controlled by big business and big government, one in which secrecy has become a mania, and where monitoring by an informed public has never once been encouraged and has often been thwarted.

As we move toward the end of the century, more and more decisions are being taken out of our hands. Economic stringency is sometimes the excuse, often the cause, of this loss of freedom. More and more, we in the industrialized countries will be asked to count ourselves lucky in a world where millions are starving, in that at least our standard of living remains relatively high. More and more the real freedom implicit in the democratic ideal will be thwarted in the name of expediency.

If this is a reasonable prediction of our future, based on present trends, what kind of education can we rely on to deal with it, to change it, to remake the situation a little nearer heart's desire? Certainly not education for instrument knowledge. Education for instrument knowledge, without other values, can produce only victims, human tools fit to be manipulated by the power structures that surround us. Strangely enough, it is precisely the education that seems *least* useful in dealing with the technological and social changes of the next decades that is in fact the *only* kind of education that can offer much hope.

Teilhard de Chardin once asked the theoretical question: where does progess in the arts lie? Are the arts not really a stagnant element in our western civilization in which there is so obviously a strong developmental aspect to the sciences?

The answer to this question is not easy. The arts are both evolutionary and rooted — but not stagnant. The arts are evolutionary in the sense that styles and techniques change and develop (though not neeessarily for the better) and in the sense that they alter in relation to the unfolding of other systems of human knowledge, as part of the overall sweep of human psychosocial evolution. At the same time, in a very important sense, the arts are rooted. This is because the arts deal, by and large, with a common sense world, with the world of human experience, the human body, human language; or work through the human senses of sight, sound and touch. As René Dubos, the ecologist, has put it:

> As far as we are concerned, the real environment is that which we can perceive by our senses or which affects our bodies. The only world that is real for us is the primary phenomenal world in which the sun moves from east to west, the stars are hung in the skies, the reference measurement is the human body. We remain Ptolemaic because this is the way we perceive the world during our early years, with the result that our reasoning, shaped by our senses, proceeds according to this initial way of thinking. Whatever road to progress he takes, man will reach a desirable destination only if he is guided by the direct perception of his senses, and the yearning for elemental modes of life.

What the arts can offer as training against the Manipulated Environment is symbolic reaffirmation of the primary environment of the senses, training in the articulation of intellectual systems that deal directly with this primary human experience, and historical knowledge, which enables us to perceive and evaluate changes in the human condition in specific and general terms from epoch to epoch.

Some other terrible evil will overtake us, if we do not begin now to give renewed support to the kinds of inquiries and values represented by the arts disciplines. We must aspire to an educational ideal: the ideal of an aware and creative humen being, in touch with physical reality, grounded in specific local and communal commitments and necessities, with an ability to read (and defeat if necessary) all the half truths and outright lies perpetrated by those in control of the sophisticated means of mass communications in our time. What we need today is an arts-inspired revolution to create a generation which is both sensitized to small scale and more natural values and at the same time capable of dealing with the emerging one world of the noosphere, the planetary consciousness which is inevitable and which can be a force for great good.

Despite the vital need for education in the liberal arts, it must be emphasized that the arts are *not* harmless; on the contrary, they are very dangerous. It is perfectly possible for someone committed to the study of languages, philosophy or history to emerge as a restless, angry critic of the existing world. It is equally possible for a person trained in the arts to become part of the system, to make a very good living now or in the Manipulated Society on the horizon.

It's perfectly possible for an arts graduate to write excellent, silly advertising jingles, to write fine-sounding speeches for nasty politicians, to treat art or music purely as a commodity, to go into law and defend members of the Mafia, to become an eloquent spokesperson for a big corporation that has no social responsibility, to justify in perfect prose the inhumane actions of any particular bureaucracy.

The big lie is the one that claims that the arts occupy a special place in an hermetically sealed environment, uncontaminated by mere living. As against this rather rarefied kind of idea is the concept of the German dramatist, Bertolt Brecht, who spoke of militant learning.

> Learning means something very different to different strata of society. There are strata of people who cannot conceive of any improvement in conditions; conditions seem good enough to them. Whatever may happen to petroleum, they make a profit out of it. And they feel, after all, that they are getting very old. They can scarcely expect many more years of life. So why continue to learn? They have already spoken their last word! But there are also strata of people who have not yet "had their turn," who are discontented with the way things are, who have an immense practical interest in learning, who want orientation badly, who know they are lost without learning — these are the best and most ambitious learners. Such differences also exist among nations and peoples. Thus the lust for learning is dependent on various things; in short, there is such a thing as thrilling learning, joyous and militant learning.

The study of the arts in this country could be reformed so that arts faculties would indeed become centres of militant learning. It is a dangerous word — militant — one that may raise the spectre of ideological rigidity, of vicious politicking, of an actual struggle over fundamental values, such as threw some American campuses into chaos in the sixties. But, we have to accept the risk of such a struggle, to free ourselves from our defensiveness, our lackied bondage to the expediencies of narrow-minded politicians. Arts disciplines have a crucial role to play in the struggle ahead.

DEPARTMENT OF BUSINESS ADMINISTRATION
SIMON FRASER UNIVERSITY

The Department expects to make five tenure-track appointments starting September 1st, 1982. The following requirements apply to all positions. Successful candidates must show evidence of strong research and teaching abilities, have appropriate skills for teaching mature students in the MBA Executive Program, have Ph.D. in hand or near completion, and be prepared to participate actively in the development of the Department. Research interests complementary to those of our present faculty are highly desirable. Preference will be given to those candidates eligible for employment in Canada at the time of application.

1. Accounting. Assistant Professor. Teaching responsibilities include graduate and undergraduate courses in managerial and/or financial accounting. Membership in a professional accounting association is an asset.

2. Management Information Systems. Assistant Professor. Teaching responsibilities include graduate and undergraduate courses in Management Information Systems.

3. Organization Behavior. Assistant Professor. Successful candidate will have expertise in either personnel administration or macro aspects of organization behavior.

4. Management Science. Assistant Professor. Teaching and research responsibilities will span both Management Science and Operations Management. Specific areas of competence must include inventory theory, scheduling techniques, queueing theory, integer and linear programming, and decision analysis. Course responsibilities will include production/operations management and operations research/management science at the undergraduate level and management science, inventory and queueing systems, and decision theory at the graduate level.

5. Business Finance. Rank open. Specific areas of competence must include portfolio theory, capital market theory, and financial management. Teaching responsibilities will include courses in business finance, investments, and financial management at the undergraduate level, and graduate courses in portfolio theory and capital markets. Appointment at the rank of professor requires evidence of international reputation in business finance.

A sixth appointment at the Assistant Professor level may be made in an area other than those listed. Strong candidates for such an appointment who meet the general requirements given above are encouraged to apply.

Deadline for receipt of applications is November 15th, 1981. All applications should contain an up to date c.v., the names of three referees, and an indication of the position being sought. Send applications to Dr. D.L. McDougall, Chairman, Appointments Committee, Department of Business Administration, Simon Fraser University, Burnaby, B.C., V5A 1S6.

UNIVERSITY OF SASKATCHEWAN

Dean of Veterinary Medicine

Applications and nominations are invited for the position of Dean of the Western College of Veterinary Medicine with the appointment to be effective July 1, 1982. The initial term is normally for five years and may be renewed by mutual agreement.

The Western College of Veterinary Medicine was established in 1963 to serve the needs of Western Canada and meet its responsibilities in three major areas: education, research and service. Education, the primary function, embraces undergraduate teaching in veterinary medicine and related disciplines. Formal graduate study is offered toward the postgraduate diploma, and the M.Sc., M.Vet.Sc., and Ph.D. degrees. The college has a strong commitment to research. Intern and residency training programs are available in clinical departments. Service programs are conducted through a veterinary teaching hospital.

Full-time enrolment in the college for 1980-81 was about 270 undergraduates and 50 graduate students. The university has approximately 10,000 full-time students registered in fourteen colleges and three schools.

Applicants should have an established reputation as an academic scholar and teacher, and the necessary professional and administrative experience and skills to provide leadership for the continuing development of the academic and research programs within the cottege.

Nominations and applications with complete resumes will be accepted until November 15, 1981 and should be submitted to the secretary at the following address:

Mr. N.K. Cram
University Secretary
University of Saskatchewan
Saskatoon, Saskatchewan
S7N 0W0

Confessions of a call boy

by Tom Carney

Each summer hundreds of academics pack their bags, pick up their airline tickets and begin darting about the country. Vacation has commenced and they're now free to respond to the calls that went out in the Fall and Winter to present papers and address groups. As a result, the call boys — those readily available performers on the conference circuit — are winging it to all major cons (conferences).

Readers of in-flight glossy magazines will have seen the advertisements for conference facilities. All kinds of expertise is evident in the physical staging of cons and the audio-visuals of presentation. And most call boys are experts in their subject areas, as well as being experienced public speakers. So anyone who has been embroiled in one of these prestige cons is apt to ask: "What went wrong? Why didn't it all come together?" A peek behind the scenes into the world of the call boys may help explain.

If you're an academic, merely *attending* a con doesn't 'count' (on your track record/for your merit rating). You've got to be 'on the program'. So anyone organizing a con tries to maximize the number of on-the-program persons. To increase the availability of speakers, the organizer will usually schedule *several* sessions to run concurrently: there'll be three, four or five 'tracks' of sessions in the con bedlam.

The organizer usually tries to make a unit out of each panel by imposing an overall theme on it. The speakers generally undertake to speak on pre-agreed, complementary sub-themes. But no call boy likes to be publicly flayed by a commentator. Whatever he's undertaken to do, he (it's usually a he) won't stray away from his specialty into the more general or controversial sub-theme area required. Besides, he's busy with other papers. So he plays it safe and speaks on a topic from his specialized research that's more or less related to the sub-theme.

The result is an almost perfect formula for minimizing communication effectiveness. One-way communication without feedback from the audience is guaranteed to leave the audience confused. A rapid succession of marginally inter-related speeches will further this confusion. But there's more bad communication news.

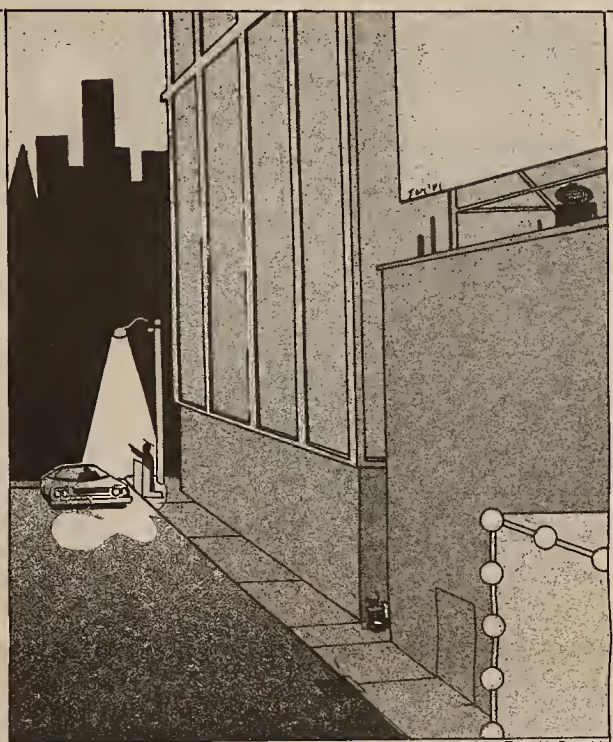
If a speaker has only ten minutes to speak on a topic, all he — or she — has time for is a lecture. Because there tend to be many no-shows among the call boys, speakers may get 15 minutes. But no-one knows this generally until the last minute. This extra time is useless anyway: speakers would have to revise their synopses just before giving them and most specialists aren't good at synopsizing their pieces (which are usually prepared for publication rather than oral delivery), as any conference goer has observed.

All the audience gets are lectures. There's simply no time for role-plays, simulation games, interactive lectures, case studies, self-inventories or structured group processes. There aren't even any special seating arrangements. All rooms have to be kept in a standard lecture-hall, banks-of-chairs type of seating arrangement. The turn-over in speakers and of sessions is just too rapid.

The time-crimp is so severe that even the lecturing is poor. There isn't time — speakers allege — to use an overhead projector (which few academics handle with flair anyway), let alone audio or film back-up.

There's no time for hand-outs: the audience barely has time to listen, let alone pre-read. And besides, the organizer is making a buck at the back by selling copies of speakers' papers.

Usually the audience gets numbed by having to adjust to a series of different lecture styles in rapid succession. Mostly, it should be added in fairness to these audiences, numbingly bad lecture styles. One rarely sees a speaker using cue-cards; and speakers generally forget about body language special effects and listenability as they gabble through their papers to cram them into 'their' time allocation — often, in the case of the later speakers, depleted by their predecessors.



Tom McDonald

Not much that's new in this, readers may be reflecting. But consider the following developments.

Many of the *non*-academics attending these cons from business, government and industry are veterans of in-house workshops. By and large, such workshops are conducted with a sophistication as to teaching that far exceeds anything many of us academics can conceive of, let alone emulate.

Workshoppers have been initiated into learning contracts, teaching by objectives, experiential learning, fast participant feedback, a wide range of structured activities and into team teaching by pairs or groups of facilitators with carefully matched, complementary teaching styles. So these veterans of workshops know good from bad instructional design and style when they see it, and they're *used* to rating speakers on these matters — rating them *expertly*.

Books on non-verbal behaviour and 'the games people play' have been best-selling for years. And a TV-reared audience has sophisticated expectations regarding presentation of material. So non-verbal incompetence and status struggles among speakers are readily recognised.

There's nothing sacred about academic status nowadays and poor ratings are readily given when they're due. If the con is on in an attractive locale, the audience goes sightseeing. Some may briefly duck back into sessions to cover all the attendance sheets circulated to verify attendance for the U.S. Internal Revenue Service.

Though many academics hardly seem aware of it, the rules of the con game have changed in other ways, too. For academics, cons used to involve flesh peddling: you went on the speakers' block to show your skills and that you were hustling for another job. But now, for academics, there are no 'other jobs'. The best you can hope for is to make friends and influence people who control access to publications or the con speaking circuit.

Those most actively engaged in this latter type of hustle are the younger academics, trying to cut in on the action. For an older academic — a full professor with tenure, let's say — con-going just isn't a paying proposition. Many speakers pay at least their own travel expenses. So the costs of con-going may well exceed the minuscule increases in academic salary (possibly) generated.

Contacts are more cheaply maintained by phone and mail, and putting the time and effort into consulting generally pays off better. Hence the increasingly more frequent no-shows. Rising attendance costs cause many a senior speaker to have second thoughts about attending.

Yet some senior and top people, observably, *do* show up. Why? Some, though probably not most, academics are into a whole new generation of con games. Universities in various resource-rich locales are often represented at cons, looking for specialists to invite in for a stint as visiting professors. And staff developers, or consultants themselves, are on the prowl looking for people who can fill their very specialized needs. That's what some of those rather odd-seeming questions from the floor are all about: a critique of the speakers with an eye to the trade in *non*-conventional wisdom.

In the new game, it can even pay to go when you're NOT on the program: you can look so much better from the floor — depending on who's looking, and for what.

Professor Carney is with the Department of Communication Studies at the University of Windsor.

UNIVERSITY OF ALBERTA

Killam Memorial Chair in Science and Engineering

A request from the late Dorothy J. Killam has resulted in the endowment of two Killam Memorial chairs in any area of basic science or engineering. These are senior appointments offered to distinguished individuals to permit them to carry on high level research and graduate teaching.

One of the Killam Memorial chairs will become available July 1, 1982. We are seeking outstanding candidates to fill this position. We invite nominations and applications on behalf of or from distinguished individuals interested in this chair. Inquiries, nominations, and applications should be directed to:

Doctor J. Gordin Kaplan, Vice-President Research, the University of Alberta, Edmonton, Alberta, Canada, T6G 2J9.

Nominations should be received before December 1, 1981.

The dilemma facing educational research

The funding success-rate of SSHRCC applications is directly related to how closely an application resembles research in the natural sciences.

by John E. McPeck

Government funding of educational research in Canada suffers from a large and curious imbalance.

The record shows a consistently low success-rate (approximately 29 per cent) of research applications from the field of education to the Social Sciences and Humanities Research Council (SSHRCC). On the other hand, there is an almost embarrassingly high success-rate of applications from archaeology/anthropology (approximately 94 per cent).

What could be the root cause of this consistently wide discrepency? Surely it cannot be a more pressing social or political need for archaeology than quality mass education. Nor can it be that there are simply more archaeologists and anthropologists than qualified educational researchers in Canada: on the contrary, the numbers are quite the reverse. Neither is there evidence to suggest that training for a Ph.D. in archaeology/anthropology is any more rigorous than the Ph.D.s acquired by members of various education faculties — many of whom took their degrees in history, psychology, philosophy, etc.

Then, could it simply be that the quality of research from archaeology/anthropology just always happens to be about two-thirds more competent and scholarly than that from education? This is possible, after all and many SSHRCC documents appear content to leave the apparent mystery at that.

But there are other considerations which belie this as the most plausible explanation for the persistent disparity. In particular there may be inherent differences in these disciplines which render this disparity endemic to the types of research enterprise that they are. Educational research turns out, in fact, to be at a systematic disadvantage to most other research enterprises regardless of the quality of research applications.

Given that funding for natural science will always have the dominant position in an industrialized society, there are some subtle, and some not so subtle, consequences which this state of affairs carries with it. For example, the most pervasive single message bequeathed to Western society by logical positivism is the view that quantitative scientific knowledge is the most measurable, objective, and secure knowledge which we possess. Moreover, research in the natural sciences, where quantitative methods and techniques are preeminent, exemplifies the arch paradigm of legitimate knowledge and research.

For many, scientific knowledge is synonymous with knowledge *simpliciter* — all else is mere opinion, conjecture, or subjective preference. Against this background, therefore, the legitimacy of funding natural science scarcely requires defense since it is a motherhood issue in our society.

As we all know, however, funding research in the social sciences (not to mention the humanities) has not been nearly so automatic. Funding agencies in these domains are under constant pressure to explain, justify and account for their decisions to a suspicious public. It is commonplace, and perhaps correct, to explain this public reticence to fund social research on the comparatively poor fit between the scientific method and social phenomena — not to mention the problems of demonstrating success and measuring accountability.

In short, logical positivism, and more particularly "operationalism", has left its mark on the general public. What is not so frequently observed is that this same positivistic mentality has been unconsciously absorbed by even the most outward (or liberal) adjudicators *within* the social sciences and humanities.

Despite themselves, sympathetic adjudicators within the social sciences apply (or better, misapply) positivistic criteria and standards of assessment regardless of the type of proposal before them. This is not to suggest that high standards of research should not be applied in the social sciences and humanities, but that different types of research require different types of high standards. A proposal in literary criticism cannot and should not meet the same type of standards required for a proposal to synthesize a new compound, nor to survey opinions about abortion.

While most of us recognize the *prima facie* validity of this, the message has still not been adequately recognized by our own research community — such is the hold of logical positivism. The models and standards of measurement, from the natural sciences are still uppermost in our collective mind. I would in fact hypothesize the following: that the funding success-rates of SSHRCC applications is directly related to *how closely an application resembles research in the natural sciences.*

Of all the social sciences, which comes closest to looking like, indeed being like, a natural science? Clearly it is archaeology, with anthropology running a close second. Both these disciplines make extensive use of nice research gadgets such as radio-active carbon dating (like their counterparts in physics and chemistry), and both collect and taxonomize various material artifacts (like their natural science counterparts in biology). If this isn't *scientia*, what is? In these respects archaeology and anthropology are actually more like a natural science than a social science. I suggest these considerations go a long way toward explaining that 94 per cent success-rate for funding enjoyed by archaeology/anthropology.

"Number crunch" results

Just behind these disciplines will be those that can at least quantify (or "number crunch") their results to a high degree — again resembling natural science. In general, one can rank-order, the disciplines most clearly resembling a natural science, and one will find a corresponding success-rate for funding which parallels it. I am not suggesting that there is a conscious policy or plot to fund proposals in this way, but merely that this is the result of absorbing the positivist dogma about knowledge and applying it unwittingly in every domain no matter what the subject matter.

If the general observation that even social scientists consider their craft second-rate when compared to natural science is correct, then where would this leave educational research within the social sciences? Yes, on the bottom of the heap. This indeed is where their funding success-rate is to be consistently found (e.g., 29 per cent). The pecking-order is apparent.

Even within the field of education, one will find that quantitative pyschology accounts for the lion's share of the funding. This is because its statistical methods and "research instruments" come closest to the hallowed scientific model.

Education as a field for serious study has yet other characteristics which hinder its funding success. These characteristics become apparent when one considers education against the back-drop of SSHRCC's funding policy, namely; to fund basic or fundamental research but not development or applied research. Unfortunately this policy all but disqualifies education *a priori*, and it does so for two reasons. The first is that education is not a basic or fundamental discipline, but is essentially an interdisciplinary field. When done properly, educational research employs laws, concepts and insights from other fields (not always, but mostly). Thus it is not at all clear what basic research, normally understood, would even look like in education.

The second reason is that education, like engineering, is fundamentally an applied field. The normal distinctions between pure versus applied research and between research and development cannot be clearly or unambiguously applied in education. If a piece of research is in fact education research, in the sense that "educational psychology" or "educational sociology" is education research, then, by comparison to other disciplines it is already up to its knees in possible applications.

By contrast, notice how difficult it is to even imagine what "archaeological development" would be like. Almost by definition *doing archaeology* and *doing anthropology* is "research" pure and simple, no questions asked. How different it is for education where one has difficulty imagining the opposite!

Within education itself there is a growing literature addressing the question of what an educational 'theory' would be like. This basic question is not unrelated to the point made above about the essentially interdisciplinary nature of education — education does not have its own theory, at least not yet. Thus when SSHRCC reports that applications from education suffer from "a weak theoretical framework" it should come as no surprise. On the other hand, an educational researcher could choose to use the theories from other disciplines, but then of course they run the risk of not doing basic research (i.e., they would be doing an educational application of existing research). Catch 22!

Excuse to reject always there

When one adds to this problem the fact that SSHRCC does not fund research directly related to curriculum applications or curriculum development, one has already ruled out most of what educational researchers do. It is possible to claim that any *bona fide* educational research is always related to curriculum development in important ways. So if one needs an excuse to reject a funding application from education it is always there. Catch 22 again.

Add to this that education, more than any other social science, is embedded in a network of political control. Our schools, after all, are very public (and very sensitive) institutions. Therefore one cannot freely conduct just any kind of research with impunity the way one might in other disciplines. This fact alone seriously restricts the kind of "theoretically interesting" research which might otherwise be done.

By and large, educational researchers have to conduct politically "safe" research,

Professor McPeck is with the Department of Educational Policy Studies at the University of Western Ontario.

DEPARTMENT OF GEOLOGY

The Department of Geology invites applications for a tenure-track position at the assistant-professor level beginning July 1982. We are seeking applicants with a strong background in the general field of soft-rock geology particularly in sedimentology, stratigraphy and paleontology.

At the time of appointment the successful applicant must have completed all requirements for the Ph.D. degree and should demonstrate enthusiasm to initiate an energetic research program. Lakehead University is ideally located for research in relatively undeformed sedimentary and volcanic rocks of Precambrian age.

The successful applicant will be expected to teach semester courses in Sedimentology, Stratigraphy and Paleontology at the undergraduate and graduate level and participate in the teaching of introductory level courses and field school activities.

Lakehead University is situated on the western shore of Lake Superior in the city of Thunder Bay (Pop. 113,000). With a current enrolment of 3000 students, the university offers a full range of programs in Arts, Science, Education and Professional Schools. Candidates should send application, resume, and the names and addresses of three referees to Mr. D.E. Ayre, Secretary of the University, Lakehead University, Thunder Bay, Ontario P7B 5E1.

Lakehead University

particularly if they want funding. This helps to support the charge that the research is theoretically "trivial" — a complaint often heard from SSHRCC adjudicators. Notice in this connection that pyschological research, the most heavily funded in education, can easily examine isolatable problems which *are* politically "safe". While this might look like science, and is thus fundable, it too has often been theoretically trivial.

The above considerations have had two interesting, though unfortunate, side-effects upon many educational researchers. One is that many researchers have become clever at disguising the applied dimensions of their work for funding purposes.

The other side-effect is that many educational sociologists and educational psychologists have redescribed themselves as "sociologists of education" and "cognitive psychologists" respectively. Whole departments have changed their department titles accordingly. This has been prompted by the realization that one is more apt to get funded if they study education from the outside in rather than from the inside out. Sociology of education is fine for funding because it is, after all, sociology; but educational sociology is comparatively taboo because it is, after all, education, i.e. contaminated with direct application.

Why has this situation not been rectified by SSHRCC? There are possibly three separate but contributing reasons for this. The first has already been discussed, namely, that adjudicators are basically unaware of their own positivistic biases about what research is: they require quantification and scientific purity even where it is neither desirable nor possible.

The second reason is that it is perhaps all too easy for SSHRCC to accept and explain away education's failure-rate as due to the fact that many members of education faculties are hired from the public schools and do not have adequate research backgrounds. This might sound plausible to an uninformed public but it should be clear that this discussion concerns qualified Ph.D.'s in education who do have *bona fide* research credentials. Moreover, this group is far larger than the number of archaeologists and anthropologists in Canada. The consistent disparity in funding rates between these groups should be an embarrassment to SSHRCC.

A third possible reason, which admittedly is based largely on hearsay, is that when adjudicators are chosen from pure (or basic) disciplines, which is frequently the case, it is not in their disciplinary interest to fund education since it could be seen to diminish the size of their own funding pie.

Further, I think most people recognize that, by and large, social science research does not require the expensive hardware and equipment which the natural sciences frequently require. Thus it is undoubtedly true that on a per-proposal basis, natural science research generally costs more than social science research. Moreover, the purchasing of hardware and pieces of equipment represent tangible expenditures, and are far easier to justify to a suspicious public who clamour for accountability.

It is perhaps also true that, on balance, educational research does not require funding assistance as often as many other disciplines, even within the social sciences. To some extent this helps to explain the relatively low number of applications from education (this much is to the good), but it would not explain the low *success-rate for educational research which does happen to require funding.* We are talking about relative *rates of success* (for funding), not total dollar amounts, nor numbers of applications.

There is a sub-group in this unfortunate lot, however, who have it still worse. These are the *humanities* researchers within education. I am thinking in particular of the philosophers of education working within education facilities. All the educational research difficulties apply to them as well, but with a few added twists.

First, it is largely forgotten, if it was ever clearly understood, that philosophy is not a social science but a humanity. However most philosophers of education are embedded in education faculties which, presumably, are social science faculties. Possibly because of the professional nature of these institutions (i.e. training teachers), most educators, and often SSHRCC, expect philosophers of education to act like social scientists.

Indeed, most of these philosophers have willingly recognized the practical pressures and expectations put on them in these settings and have become "educational philosophers". That is, they work from the inside (of education) out. They conceive of their task, and I think correctly, as philosophically analyzing and commenting on educational practice as it is found in our schools.

For all this, however, their contribution to education is still from a humanities perspective, not the social sciences. As is the case with other disciplines in education, however, this shift in focus by the educational philosopher has not enamored them to their "pure philosophy" colleagues. The pure philosopher views the educational philosopher as not *doing philosophy*, and the social scientists in education, by and large, view the philosopher as not *doing education.*

The sense of alienation felt by educational philosphers has helped bring about the formation of their own professional groups. The Philosophy of Education Society in the U.S. is one such group, and a sub-group of CAPE in The Canadian Society for the Study of Education is another. These groups contain the genuine peers of educational philosophers, and most of the members have demonstrated research credentials and capabilities.

However, when educational philosophers apply for SSHRCC funding, they are always in a quandry about whether to apply *qua* philosopher or *qua* social scientist from an education faculty. How practical-problem-oriented are they allowed to be and still be doing philosophy, yet not so practical that they are doing social science? In either case it is clear that the SSHRCC application form is unquestionably biased toward a social science model of research. Most of the space is provided to describe one's "research method", "questionnaires" and "research instruments", none of which is remotely relevant to philosophy. Hence, an additional Catch 22 for the educational philosopher. The educational psychologist and educational sociologist can at least apply for funding as *bona fide* social scientists — barring of course the earlier difficulties. But this avenue is not open to the educational philosopher, being a member of the humanities.

Some of the difficulties which confront the humanities in general, and educational humanities in particular, might be traceable to the fact that SSHRCC does not have a separate division for the humanities. It would seem sensible to have three distinct divisions complete with their own application forms: a division of humanities, a division of social science, and a division of arts. In this way one would not be forced to compete in another's ball park. The division of humanities might consider functioning along lines similar to the National Endowment for the Humanities. The NEH clearly understands that humanities research is seldom like social science research, and they do not require applications to appear as such.

Perhaps most importantly, though, the NEH has a special division within it appropriately called the *Division of Educational Program.* With such a divisional setup the research applicant would have more confidence that the appropriate type of standards would be employed in the assessment. Noteworthy too is the fact that the NEH has no reservations about funding qualified projects directly related to curriculum development. A similar disposition by SSHRCC would undoubtedly improve both the confidence and funding success-rate of Canadian educational researchers.

Finally, a word about the number of research applications received from Canadian educational researchers. Some SSHRCC reports express surprise and dismay at the relatively low number of applications from education. But this should present no surprise, though dismay is justified. The word has clearly circulated through education circles that SSHRCC funding is a high risk/low success proposition for education. Education researchers, like anyone else, will go to a dry well just so many times. However, SSHRCC's new policy of funding the researcher's salary, thus providing "release time", might well change this. The primary requirements of the humanities researcher is simply time: time to read, time to think, and time to write.

I have tried to remove some of the apparent mystery out of the low success-rate (and low application-rate) for SSHRCC funding from education. Some of the impediments might be here to stay. But others might be drastically reduced if SSHRCC considered doing the following:

- Divide SSHRCC into at least two distinct divisions: a social science division and a humanities division. Be sure that they have distinctive application forms for each.
- Provide each distinct discipline under SSHRCC jurisdiction with its own separate budget allocation each fiscal year, and let this fact be publicly known. (The dollar amounts do not have to be public however). In this way education, or anyone else, won't have to compete for the archaeologist's dollar, and vice versa.
- Send education applications to educational assessors and adjudicators and no one else. (This will at least avoid the mismatch of criteria, and put them on a par with other disciplines).
- SSHRCC might borrow a good idea from NEH and start funding curriculum related research projects.
- Investigate the source of the 94 per cent success-rate of archaeology/anthropology. That is just *too* successful!

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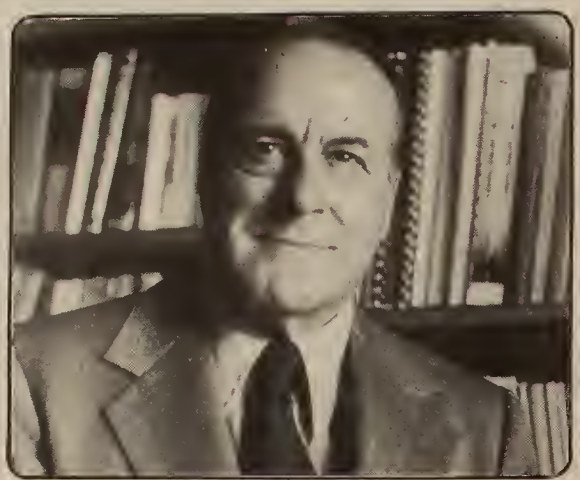
HARRY CROWE: 1922 - 1981



Harry S. Crowe, Dean of Atkinson College, York University, died suddenly of a heart attack in Toronto on July 25. With his death, the Canadian academic community has been deprived of one of its staunchest members.

A generation of young scholars who did not know Dean Crowe personally are familiar in general terms with what has come to be known as "the Crowe case", incidents which took place at United College (now the University of Winnipeg) in the late 1950's. Many older members of the academic community recognize that they have lost a friend and colleague who did more than most to defend traditional academic values and to burnish the concept of academic freedom at a time when it was threatened. Indeed, the Crowe case impressed upon CAUT the importance of establishing procedures for investigating and resolving grievances in the universities.

Harry Crowe was born in rural Manitoba and grew up in Rossburn and Winnipeg. He was an honour student and president of the student body at United College from where he graduated in 1942. He was an officer cadet in the Winnipeg Light Infantry and was posted overseas on loan with the fourth Batallion of the Welsh Regiment. He received the Military Cross for gallantry in action at the crossing of the Aller River.

Professor Crowe took an honours degree at the University of Manitoba in 1947, and the following year an M.A. in history at the University of Toronto. He studied for the Ph.D. at Columbia University and, after a period of teaching at the University of Manitoba, he was appointed to United College in 1950, receiving tenure in 1951. Professor Crowe was a life-long social democrat, a philosophy which in the years after the Second World War earned him a reputation as a radical, though popular, lecturer and colleague.

The seeds of the Crowe case were sown by the increased liberalism and professionalism of faculty members, which was as evident at United College as elsewhere in Canada after the war. The authoritarian views of boards of governors as employers and a hint of anti-intellectualism were also background to the events which unfolded.

In the mid-1950's, Professor Crowe played an important part, along with his colleagues J.H. Stewart Reid and Kenneth McNaught, in the formation of a faculty association at United College, affiliated with CAUT. CAUT had itself been organized only a few years earlier in 1951.

The events of the Crowe case began in April 1958 when the Principal of the College, Rev. Wilfrid C. Lockhart, accused the faculty of the College of conspiring against the administration. The accusation was based on the contents of a private letter from Professor Crowe to the secretary of the Association, Professor W.A. Packer, which made critical comments about the administrative talents of the officers of the College. The letter criticized the efforts of the Board of Regents to force faculty members to make contributions to the college building fund. It also contained passing but acid comments on the involvement of Ministers of the church in public administration. The letter, which Professor Packer had not received, had apparently been found in the College Hall and was sent anonymously to Principal Lockhart.

In May, the Principal photocopied the letter and discussed it at a meeting of the general faculties council. Though it had not seen the letter, the Board of Regents discussed it and fired Professor Crowe in July 1958, without a hearing and without a statement of the reasons for this drastic action. Professor Crowe was offered a one year term contract at a salary less than the minimum for his rank. The Chairman of the Board of Regents, Alan H. Watson, justified this on the grounds that salary should be based, among other things, on loyalty and cooperation in attaining the objectives of the College.

Unsatisfactory though his situation was, Professor Crowe was back at the college in September 1958 when he was again fired without a hearing and without explanation. In a statement to the Winnipeg Free Press, the Board indicated that Professor Crowe's "...attitude toward religion... is incompatible with the traditions and objectives of United College..." and that the manner in which he had referred to several faculty members in his letter "...overstepped the limits of decency."

The Board also stated that it had fired Professor Crowe because it had read for the first time the contents of Professor Crowe's letter to Professor Packer. In a letter to all members of the faculty, the Chairman of the Board expressed the concern of the Board about Professor Crowe's attitudes toward the College, the Board and the Principal. He suggested that Professor Crowe had tried to intimidate them by threats of legal and other action and that he had imputed improper motives to the Principal. He concluded "...the intemperate tone of his communications... reflects an aggressive belligerency that appears to make any long-term relationship between himself and the College impossible." Professor Crowe had no opportunity to respond to any of these charges.

The General Council of the United Church of Canada, the parent organization of the College, investigated the firing of Professor Crowe. It met with two members of the Board of Governors, but with no one else from the college, and concluded that the Principal and Board should be exonerated of wrong-doing. The General Council accepted the report and declared confidence in both. Meanwhile, the substance of the dispute which had divided the College into factions continued to be argued in the daily press.

At this time, the CAUT had just turned its attention to the role of the association in protecting individuals in matters of academic freedom and tenure. An *ad hoc* committee of inquiry was established in September 1958 by the President, Professor Clarence Barber, of the University of Manitoba to investigate the incidents taking place at United College. The Committee was composed of Professor Vernon Fowke of the University of Saskatchewan and Professor Bora Laskin of the University of Toronto. The College raised a number of procedural objections to cooperating with the committee of inquiry and eventually declined to do so. The committee, however, continued its work and the Fowke-Laskin report appeared in the January 1959 issue of the *CAUT Bulletin*.

The report concluded that the firing of Professor Crowe was "an unjustified and unwarranted invasion of the security of academic tenure" and that the dismissal was unwarranted. The authors concluded that Professor Crowe was "not servile enough in thought and attitude to his administrative superiors." The Committee found, as well, that Professor Crowe's protests were neither intemperate nor aggressively belligerent and that they warranted neither dismissal nor discipline. The report had critical comments to make about the invasion of privacy involved in the use of a personal letter as the basis for dismissal. Finally, the report, in a scathing indictment of the actions of the Board of Regents, pointed out that the decision to dismiss Professor Crowe had been made "...on less than a shred of evidence..." and without a statement of the reasons and without a hearing.

The Fowke-Laskin report enunciated clearly the right of faculty members to criticize their universities and their entitlement to a fair hearing if they are to be disciplined or dismissed for such criticism. The principles set out in the report are those which have guided the protection of academic freedom and tenure by CAUT ever since.

The publication of the Fowke-Laskin report immediately made the Crowe case a matter of national concern. The Board of Regents attacked the report as biased. Principal Lockhart issued a statement noting that academics could not claim immunity "...for the promotion of ideas and schemes that would subvert the very authority which exists to ensure them the true academic freedom they require." He also suggested that academics should recognize a restriction on academic freedom in a church college in the area of religion. Lockhart wrote that if a faculty member found himself out of sympathy with the basic tenets of religion he should refrain from attacks on religion or the religious beliefs of his colleagues or should find a position elsewhere. Such views evoked strong protest from such eminent Canadian historians as Professor A.R.M. Lower, who had held an appointment at United College from 1929 to 1947.

In November 1958, Professors J.H. Stewart Reid, Kenneth McNaught and R.M. Stingle said they would resign as a consequence of the College handling of the Crowe case. In December, eleven more faculty members resigned. Following an unsuccessful effort to mediate the dispute by the President of the Manitoba Conference of the United Church, 25 members of the College staff called for a judicial inquiry and the students marched on the provincial legislature in support of Professor Crowe. At this point Gordon Churchill, a member

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IN MEMORIAM

Harry Crowe is dead.
As I now reflect
it's not surprising that my
first thoughts
were for the college.

I always thought of him
as a tank
rolling forward,
inexorably tooled for
the fray.
There was never any separation
between what he did
and who he was.
In fact there was
no other way to know him.

He has rolled to a stop.
We don't fear for him
we can't mourn him
except as he would wish
his death is placed in
the context of events
which do not roll to a stop
his death is a political event
as was his life.

There is no legacy
to be received
passively
mournfully
or
desperately
the cruel events
mobilize us to action
it is in the doing
we will feel his loss.

I somehow knew it would
happen one day
like this
I think we all did.
Now it has happened.
His armour was for
the fray
for moving mountains
but not for self protection.
Like all of us he was
flesh
blood
and heart.

Howard Buchbinder
July 25, 1981

Tributes to Harry Crowe

The following are excerpts from tributes to Harry Crowe given by friends, family and colleagues at a memorial service held at the Scott Religious Centre at York University August 7.

Marshall A. Crowe

Brother of Harry Crowe

Harry and I went to high school together, and then to university, at United College in Winnipeg, where we met some very outstanding teachers. Arthur Lower taught both of us Canadian history, and there were other outstanding teachers there. Dr. Lower, still alive and intellectually vigorous in his 90's, had a great influence on both of us.

In those years, I think Harry showed many of the qualities and attitudes that influenced and marked his later years. He had a natural capacity for leadership, for attracting close associates and friends, and always exercised a potent influence on the people around him; an influence that often seemed to be quite unrelated to relative ages or experience. He was elected head of the student body in his final year at United College and then, along with other members of the family, he was off for several years in the army overseas. As has been mentioned, he was awarded the Military Cross for exceptional courage in combat.

Although he was relatively very young, then too he seemed to have an unusual influence on the people who served with him, both in his original Canadian Army unit and when he was on loan to the British Army. People whom I met who had been in the same regiments looked up to him and regarded him as a kind of personal leader, even though his rank was relatively junior.

He had that capacity, which he showed in every other stage of his life, to exert a compelling influence on the people around him. He had a great ability to value the work he happened to be doing, whatever it was, at whatever time, and to be his own man. I don't think you could say that anybody was ever Harry's boss, even in the Army! Whatever he was doing he did in his own way, in accordance with his own inner lights, always creating around himself a circle of loyal and supportive funds and associates. He had an independence of spirit and a toughness that made it impossible for him to do anything except what his own understanding and his own spirit dictated.

Ramsay Cook

Professor of History — York University

Harry Crowe was a man who had a compelling urge to teach. He was in many respects an ideal teacher. He knew his subject, he was very interested in it, and he had a commitment to its importance.

Thirty-one autumns ago, I entered United College. Largely through luck, certainly not through planning, as my fifth course in my first year I registered in a course in American History which was taught by two men of whom I had never heard, Harry Crowe and Kenneth McNaught. Of all the good and lucky things that have happened to me I must say this ranks very high for in those first term lectures which Harry delivered to us in a crowded lecture hall, he awakened my interest for the first time ever in the study of history. And he awakened the interest of many others. His lectures were always full of people and his lectures were always full of interest.

We knew Harry well because he didn't just teach us in the classroom but also in a crowded cafeteria known as Tony's. With a handrolled cigarette hanging from his mouth and ashes running down his suit, he continued to teach us about all sorts of things. At that time I think it was most frequently about a now I hope forgotten American Senator named Joseph McCarthy. But about many other things as well. We met him nearly every day and drank coffee and talked with him and argued with him and learned and saw how passionately committed he was to the things he was interested in and the things that he thought he could teach us.

We recognized in Harry Crowe an heir to a great tradition at that small college, a tradition of teachers who included men like Salem Bland and Arthur Phelps and Arthur Lower and Harry Crowe. Men for whom the life of the mind was of singular importance, but also men who believed that the life of the mind had implications in the everyday life of the society in which they lived. But while knowledge could be knowledge for its own sake, knowledge should at least sometimes stimulate people to act and to do things in the belief that they might help others. That's what we learned from Harry.

Harry knew that the academic life was the real life, that the life of the mind is a real life, and that academic people had responsibilities to the larger society. He was I think the best undergraduate lecturer that I ever had.

Kenneth McNaught

Professor of History — University of Toronto

While courage and tenacity, I believe, were Harry's most striking qualities, they were strongly reinforced by one of the most acute and political intelligences I think I have ever known. These things together made a man whom one could only admire. They also, because they are after all, a formidable combination, made me sometimes a bit uneasy. I know I often wondered during our decade of very close association in that tiny history department of three people in United College, just what Harry was thinking about my reasoning on some passage in American history or perhaps some debacle in Canadian Socialism. I eventually found out that, if his eyes began to twinkle and he threw his arm around my shoulder, I had arrived at a wrong conclusion, in his view. This was most often the case when he was discussing politics and in those years that was most of the time.

In the Winnipeg years when I was coming to know him I sometimes made the mistake of imagining that Harry's was a cold intelligence. I could not have been more mistaken. He cared very deeply indeed, about justice and about the equality of all people. All people that is, who believed in equality. Indeed, I think his passionate condemnation of injustice and inequality explained much of his courage and his tenacity which made him readily forego the easy paths to public approval and which led him also to identify both friend and foe with precision.

These varying but unified facets of Harry's guarded personality were most clearly revealed in his struggle against the blatent injustice committed against him in Winnipeg in 1958. But it might not have become what it did — the real founding point of the Canadian Association of University Teachers — if Harry had not seen clearly that injustice done to him was indeed a diminishing of everyone's privacy. I think he saw that the rights of privacy, the right of privacy as well as that of freedom of expression, are the essence of a just society, and thus that academic freedom is simply an extension and defence of human freedom.

Irving Abella

Professor of History — Glendon College

For historians, especially for those of the left and the labour movements, Harry Crowe was an unparalleled natural resource. Just as 20 years ago no one would have dared write about Canadian unions without consulting Eugene Forsey, so over the past 10 or 15 years, no one would think of writing a history of Canadian labour in the 20th Century without seeing Harry.

Harry loved nothing more than to sit around, puffing on an unlit cigarette, or inhaling a filter tip, talking about the trade union movement he loved so much.

No one knew Canadian labour history as well as Harry. He lived it, was part of it, helped make it, and wrote about it. Throughout his life he had no use for idcologues and polemicists, for what he used to call the labour quacks, who infiltrated the union movement for their own purposes, and who for partisan reasons distorted it when they wrote about it. These he felt were doing a great disservice to the Canadian worker they supposedly represented.

Harry was a Canadian to the core, and Canadian history was his passion. He loved it, taught it, and inspired countless others to love and teach it. There seemed to be little that Harry didn't know, and even those things he didn't know, he could still talk about better than those people who did know. That was Harry's special talent. He always knew things, one never expected him to know.

Above all else, Harry was a fighter, — whether he was battling Nazis in Normandy, anti-Semitism in Canada, incompetence in the university, or corruption in the trade-union movement. The power and position of his opponents neither cowed nor silenced him. Indeed they emboldened him. He fought injustice whenever he saw it and with whatever weapons he had at his disposal. How he was infuriated by the mindless attacks on Israel by the media and by some intellectuals, or by the raving unbalanced assaults from both the right and especially the left, on the NDP and the Canadian Labour Congress. Harry saw it as his task to lead the counter-attack against what he liked to call, in his own inimitable way, "these mental midgets and academic terrorists of the first orders." And can anyone who saw him do it, ever forget Harry demolishing these people in various public forums.

As importantly, Harry was a prime moving force behind the movement to rid this country of labour corruption and of such union racketeers as Hal Banks and his fellow goons who made up the leadership of the SIU. To the day he died, Harry kept up the battle to expel from Canada what he described as "union vermin."

Harry was an intellectual but he never hid under the protection of an ivory tower. His position was always in the trenches, right in the line of fire. His great contribution to the study of labour in this country was the report he did for the Royal Commission on Bilingualism and Biculturalism. Harry knew that what he had to say would be unpopular both inside and outside of government. As his research associate in those years, I knew the anguish Harry went through whether to buckle to the pressure and sensitize his report. He didn't. He felt he had something important to say to the Canadian people about the state of the trade union movement in this country and he was going to say it. And, of course, he did.

Robert Fothergill

Professor of English — Atkinson College

It always comes as something of a surprise to be reminded that Harry had other lives before he became Dean of Atkinson. To those of us who didn't know him before, he seemed to have been born into the office. He made the Dean of Atkinson into a starring part, the protagonist of a continuing drama in which we, too, all acquired our rules and functions — as antagonists, supporting actors, spear-carriers and members of occasional crowd-scenes.

Harry was an inveterate self-dramatizer—not phony or artificial, but acutely aware of the *theatre* of any occasion, and of the effectiveness of gesture and timing. We all retain pictures of Harry in action — the ironic menace of that slow, portentous progress along a corridor that served him for a walk. Reaching back far enough, we can adorn the image with an unlit, yellowing Gauloise adhering to his upper lip.

His self-dramatizations fluctuated from week to week, depending on the situation, but among the recurring prototypes one could recognize the Godfather, Long John Silver, and Churchill-in-the-dark-days-of-the-war. In Senate one could see him as Khruschev at the U.N., waiting for the occasion to bang his shoe on the desk. In all the dramatizations which he projected onto the affairs of York and Atkinson, Harry was a leader, a Chieftain. And as Chieftain he was characteristically surrounded by henchmen, lieutenants, tribal elders, sector commanders, and comrades-in-arms.

There was no question that Harry relished struggles. He loved to gather his lieutenants in the bunker, to plan his tactics for the next campaign. And he liked to project himself as a bit of a ruffian, vehement, unscrupulous and tough.

If he repeatedly found himself in embattled situations, it was because he saw the things he believed in *under attack* — the college, the university, civil liberties, the collective bargaining process....

If he throve on conflict, he was also worn down by it. Fighting the same battles depress-

➪

ed and disheartened him. Occasionally one would find him really dejected by the sense of being right back at the beginning again — compelled to struggle all over again for what seemed to have been achieved only last year, or last week. And while he was always able to recover his morale, and rally our energies for the campaign, I think he looked forward to the time when the goals would be finally *achieved* — when the college for part-time and mature students would be accorded its full entitlement within the university — and when the university would be properly recognized and funded by the government of the province.

He had a talent for the arts of war — but he also had a gift for enjoying the fruits of peace. He would have liked so much to preside over a Reign of Plenty in the College — as indeed he did in the early years of his first deanship — able to hire good new people, to promote new programmes, to host large and crowded parties with a free bar. — able to encourage creativity and enterprise in us all.

Sally Zerker

Professor of Social Work — York University

It has been said many times that Harry was a leader of men and women. Nowhere was that more evident than when he joined the Canadian Professors for Peace in the Middle East. Only when Harry Crowe became its leader did C.P.P.M.E. take on the character that its founders had envisioned for it at its formation. He was the driving force behind C.P.P.M.E., and the essential stimulant for all that he aimed at for this organization was his recognition that Canadians, including Canadian university professors, were painfully ignorant of the history, the conditions, the issues and the problems relating to the conflict in the Middle East. He perceived the organization as a vehicle for faculty members' self-education in this matter, all across the country.

With that in mind he established the format of bi-weekly meetings where informed papers and talks were delivered and where intelligent discussions and debates followed. Also he travelled across the country, visited universities everywhere to encourage the formation of local chapters, succeeding so well in this that by his efforts and I would say, single-handedly, he expanded the membership from 300 to 900, and he saw the establishment of chapters in all the major Canadian universities.

More importantly, experience showed that his plan was working, that his goals were being fulfilled, for the C.P.P.M.E. became a centre for the most informed discussions and for a nucleus of knowledgeable academics on the subject of the Middle East.

But he didn't stop there. He was convinced that the education of Canadians broadly outside of the University, with respect to the Middle East conflict, was in a sorry state as well. With that in mind, he conceived, planned, developed and edited an excellent, specialized, bi-monthly Canadian magazine called the *Middle East Focus.* The *Middle East Focus* is a testament to Harry's incisive knowledge, his concern for the search for truth, his respect for scholarship, and his regard for the widespread availability of resource material.

The *Focus* is currently read across this land and beyond its borders, in Middle Eastern countries, the United States, England, Australia, and elsewhere as well. It is recognized here and abroad as among the best journals on this subject published anywhere. It reputedly is referred to and relied upon by journalists, political leaders and the public at large. This great accomplishment is undoubtedly due to the mind, will and energy of Harry Crowe, and I am glad to say that Harry saw the fulfilment of his aims in this respect and tasted the sweet fruits of his effort in this undertaking. It is not an exaggeration to say that everything that is best in the C.P.P.M.E. and the *Middle East Focus* came from Harry Crowe's creativity and drive.

Harry left us a legacy to reach the highest standards in our quest for knowledge, in our role as educators, and our devotion to the cause of peace.

Dean of Atkinson

Harry Crowe

by Howard Buchbinder

The loss of a loved one, a friend or a colleague always leaves a painful gap in the close knit order of ones' relationships. Little by little, the gap is somehow filled and life goes on. But nothing is quite the same as it might have been.

Harry's presence at York University was not to be ignored. At the time of his death he was serving his second term as Dean of Atkinson College. His first term was for the five year period from 1969 to 1974. After a five year hiatus, Harry decided, after much pressure from colleagues, to run again. He was elected by the Faculty and began his second five year term in 1979. He was in the first month of his third year when he was struck down by an old enemy.

Harry was a union man. His brief case had the initials of his old union emblazoned upon it. Even though he was technically a member of management he never let them, or us, forget which side he was on. It was just a few months ago as we chatted about the future, that he chuckled and, with a twinkle lighting up his eyes, indicated that he just might run for the Chairmanship of YUFA after he completed his term as Dean.

York University was very important to Harry and his dedication to the notion of part-time education and to Atkinson College was deep. He saw the University as a place run by, and for faculty, staff and students. He had little patience with administrators who somehow were convinced that they ran the University. He bristled when he confronted this. He saw his role as an administrator via the political lenses through which he viewed the world. He believed in openness and democratic process. At the same time one was never quite sure whether the crisis Harry warned you about and then saved you from was real. He delighted in the politics of the place and savoured the battles.

But 'the times they are a changing', and the combination of constant underfunding together with careerist administrators faced Harry with some of his bitterest, and loneliest battles. His last year as Dean was probably his toughest.

I have known and worked with Harry Crowe since 1972, when I first came to Atkinson College. During this past year my contacts with him were frequent. In addition to being on the Atkinson Faculty, I was also Chairperson of the York University Faculty Association. Harry was committed to the collective bargaining process and he invested a lot of effort trying to explain to his administrative colleagues what it was all about. During the period between his two terms as Dean, he was active in the union and served as a YUFA representative on the Joint Grievance Committee.

Harry was our friend and our comrade. His contributions to the cause of academic freedom in Canada are well-known. His contribution to and support of trade unionism on the university campus was inspiring for us. Contract negotiations at York, this past spring, terminated in the first strike we faculty at York had ever had. After the contract was settled we had a victory picnic. It was strictly a union affair, but we couldn't have had it without inviting Harry.

Now we face the future with a memory rather than a presence.

Those of us at York will miss Harry. The struggles to which he was dedicated will continue. So will our efforts to resolve them. Harry Crowe would have wanted that.

Harry Crowe...p. 18

of the Board, intervened and was able to secure Professor Crowe's reinstatement. The United Church issued a statement reaffirming academic freedom, acknowledging error on the part of the administration and conceding Professor Crowe's right to protest.

The peace was short-lived. Principal Lockhart, in lengthy published interviews in December 1958 and January 1959, fanned the flames of controversy again. The eleven resignations tendered in December were refused but the Board did not reinstate Professors Reid, McNaught and Stingle, despite what was understood to be a commitment to do so. Gordon Churchill was not able to persuade the Board to honour the promise of the Chairman of the Board and one or two other members.

Professor Crowe resigned on March 22 1959 in protest against the refusal of the college to rehire his three colleagues. Eleven other faculty members resigned in support and protest. Another battle in the press ensued.

The focus of the dispute shifted to the annual CAUT Council meeting, which in 1959 was held in Saskatoon. The issues in the Crowe case were retought in debate and in circular letters. It was clear that there was determined effort by those faculty remaining at United College to reverse the endorsement of the Fowke-Laskin report by the Executive. There had earlier been discussion on the possibility of censuring United College for its actions. Though this device had been in use for some time by the AAUP, it had not yet been used in Canada. The Saskatoon Council meeting adopted the Fowke-Laskin report but the issue of censure did not come before the meeting.

As a direct result of the Crowe case, it became clear to CAUT members that in order to properly defend academic freedom a national CAUT office staffed by a senior and experienced academic was necessary. The office was established in 1959 and Professor J.H. Stewart Reid was chosen by open competition as the first Executive Secretary.

A committee under Professor Gordon Turner, University of Western Ontario, found at about this time that few Canadian universities provided any career safeguards for faculty members. It was realized that even those faculty members with tenure held their appointments at the pleasure of boards of governors and could be dismissed without reasons or a hearing. The need for a Canadian code of practice was obvious. Following a good deal of debate, the CAUT Council in 1960 approved a general statement of principles covering academic freedom and institutional procedures for dismissal. Thus was formulated the first guideline of the association. A step had been taken on the road to securing for faculty members the right to natural justice in appointments matters.

At the same time the Council transformed the *ad hoc* Turner Committee into a standing committee on Academic Freedom and Tenure with terms of reference which permitted it to investigate grievances and undertake fact-finding studies. The terms of reference made it clear that the Committee would not conduct its work on the basis of a narrow legalistic view of tenure and that it would apply national standards not local ones. These principles have been fundamental to the work of the Academic Freedom and Tenure committee to the present day, though it was not until 1967 that the CAUT elaborated procedures for the denial of tenure and non-renewal of probationary appointments.

Following his resignation from United College, Harry Crowe declined several offers of academic appointments and took a research position with the Railroad Brotherhood and the CLC. In 1966 he accepted an appointment in the History Department at York University. In 1969 he became Dean of Atkinson College at York University and held that appointment with distinction until 1974 when he stepped down to become Chairman of History in the College. A mark of the respect of his colleagues was his re-appointment as Dean in 1979, a post he continued to hold at the time of his death.

Professor Crowe's lifelong interest in Canadian and labour history proved valuable in a study which he did in the 1960's for the Royal Commission on Bilingualism and Biculturalism on the significance of these matters in the labour movement. He is also well known for the "Source Book on Canadian History" published in 1956 in association with his colleagues J.H. Stewart Reid and Kenneth McNaught, and subsequently revised.

A major interest of Professor Crowe in recent years was the work of Canadian Professors for Peace in the Middle East, a group he had been involved with since 1975. He edited *Middle East Focus,* the publication of that organization, and contributed numerous articles to it. Professor Crowe was widely known also for the column he wrote with Douglas Fisher which appeared in the *Toronto Telegram* over a number of years.

In 1974, at the CAUT council meeting, Professor Crowe was presented with the Milner Memorial Award for his contribution to the cause of academic freedom. The award is made irregularly in honour of James Milner, Chairman of the Academic Freedom and Tenure Committee who, himself, made an outstanding contribution in this area.

In his answering remarks, Professor Crowe made it clear that more than good procedures are necessary for the protection of faculty members in their relationships with their universities. He felt that faculty members are as likely to be the subjects of discrimination or bias on the part of their colleagues as by university administrators. In a wryly humorous way, he referred to what he called the "Vyshinsky corollary": "Justice must be seen to be done especially where justice has not been done." He suggested that there should be "keen insistence that justice has been done whatever the procedures."

The Canadian academic community has cause to feel gratitude to Harry Crowe. His integrity and strength of character at a time of personal trial led to the development of CAUT principles and procedures which have been of fundamental importance to all.

FACULTY COLLECTIVE BARGAINING AT CANADIAN UNIVERSITIES
NEGOCIATIONS COLLECTIVES DES PROFESSEURS DES UNIVERSITES CANADIENNES

University/ Université	Association/Union/ Association/Syndicat	Affiliation	Certification date Date d'accréditation	Number in bargaining unit/ Nombre dans l'unité de négociation*	Status of collective agreement/ État de la convention collective**
Acadia	Acadia University Faculty Association	Canadian Association of University Teachers (CAUT)	July 1976	181	Currently negotiating third agreement.
Algoma	Algoma University College Faculty Association	CAUT	March 1976	24	Two-year agreement expires June 30, 1982.
Bishop's	Association of Professors of Bishop's University	Fédération des associations de professeurs des universités du Québec (FAPUQ) Association canadienne des professeurs d'université (ACPU)	March 1976	70	Three-year agreement expires December 31, 1982.
Brandon	Brandon University Faculty Association	CAUT	January 1978	170	Two-year agreement expires March 31, 1982. Re-opener negotiations on salaries and fringe benefits for 1981/82 have been completed.
Cape Breton	College of Cape Breton Faculty Association	CAUT	Voluntary Recognition October 1975	65	Currently negotiating third agreement.
Carleton	Carleton University Academic Staff Association	CAUT	June 1975	595	Two-year extension of agreement expires April 30, 1982.
Concordia	Concordia University Faculty Association	FAPUQ/CAUT	January 1981	400	Currently negotiating first agreement.
Dalhousie	Dalhousie Faculty Association	CAUT	December 1978	830	Two-year agreement expires June 30, 1982.
Ecole Polytechnique	Association des Professeurs de l'Ecole Polytechnique	FAPUQ/ACPU	février 1971	188	En train de négocier la sixième convention.
Institut Armand Frappier	Association des Professeurs de l'Institut Armand Frappier	FAPUQ/ACPU	février 1979	27	Une convention de deux ans se termine le 30 novembre 1982.
Institut National de la Recherche Scientifique	Syndicat du Personnel de l'INRS	Centrale de l'Enseignement du Québec (CEQ)	mai 1973	53	Une convention de trois ans et demie se termine le 30 novembre 1982.
Lakehead	Lakehead University Faculty Association	CAUT	September 1979	247	Three-years agreement expires June 30, 1982. LUFA negotiates on behalf of a separate unit of Professional Librarians. Three-year agreement expires June 30, 1982.
Laurentian	Laurentian University Faculty Association	CAUT	July 1979	223	Two-year agreement expires June 30, 1982.
Laval	Syndicat des Professeurs de l'Université Laval	FAPUQ/ACPU	janvier 1975	1166	En train de négocier la troisième convention.
Manitoba	University of Manitoba Faculty Association	CAUT	November 1974	1088	Two-year agreement expires March 31, 1983.
Moncton	Association des Bibliothécaires et Professeurs de l'Université de Moncton	ACPU	octobre 1976	270	Une convention de trois ans se termine le 30 juin 1984.
Montréal	Syndicat Général des Professeurs de l'Université de Montréal	FAPUQ/ACPU	juillet 1975	1200	Une convention de trois ans se termine le 31 mai 1984.
New Brunswick	Association of the University of New Brunswick Teachers	CAUT	March 1979	571	Two-year agreement expires June 30, 1983.
Notre Dame [2]	Faculty Association of Notre Dame University of Nelson	CAUT	March 1973	—	Fourth agreement expired June 30, 1977.
Ontario Institute for Studies in Education	OISE Faculty Association	CAUT	Voluntary Recognition July 1977	136	One-year agreement expires June 30, 1982.
Ottawa	Association of Professors of the University of Ottawa	CAUT	January 1977	861	Three-year agreement expires April 30, 1984.
Québec	Syndicat des Professeurs de l'Université du Québec à Chicoutimi	Centrale de l'Enseignement du Québec (CEQ)	mai 1971	170	Une convention de trois ans et demie se termine le 30 novembre 1982.
	Syndicat des Professeurs de l'Université du Québec à Hull	Aucune	juillet 1980	68	Une convention de deux ans et demie se termine le 30 novembre 1981.
	Syndicat des Professeurs de l'Université du Québec (Montréal)	Confédération des Syndicats Nationaux (CSN)	septembre 1971	600	Une convention de trois ans et demie se termine le 31 décembre 1982.
	Syndicat des Enseignants de l'Université du Québec dans l'Ouest	CEQ	novembre 1972	43	Une convention de trois ans et demie se termine le 30 novembre 1982.
	Syndicat des Professeurs de l'Université du Québec à Rimouski	CSN	février 1973	150	Une convention de trois ans et demie se termine le 31 décembre 1982.
	Syndicat des Professeurs de l'Université du Québec à Trois-Rivières	FAPUQ/ACPU	septembre 1971	325	Une convention de trois ans se termine le 31 mai 1982.
Regina	University of Regina Faculty Association	CAUT	May 1977	468	Two-year agreement that expires June 30, 1983 awaiting ratification.

Ryerson	Ryerson Faculty Association	None	Voluntary Recognition 1964	650	Two-year agreement expires June 30, 1982.
Saint-Boniface	L'Association des Professeurs Universitaires du Collège Saint-Boniface	ACPU	Reconnaissance volontaire avril 1977	35	Une convention de deux ans se termine le 31 mars 1982.
Saint Mary's	Saint Mary's University Faculty Union	CAUT	April 1974	127	Two-year agreement expires August 31, 1983. SMUFU negotiates on behalf of a separate unit of Professional Librarians. Currently negotiating sixth agreement.
Saint-Louis-Maillet	Association des professeurs et bibliothécaires du centre universitaire de Saint-Louis-Maillet	ACPU	Reconnaissance volontaire 1972	31	Une convention de trois ans se termine le 30 juin 1984.
St. Thomas	Faculty Association of the University of St. Thomas	CAUT	October 1976	55	Two-year agreement expires June 30, 1982. Re-opener negotiations on salaries for 1981/82 have been completed.
St. Thomas More College	St. Thomas More College Faculty Union	CAUT	May 1978	31	Currently negotiating third agreement.
Saskatchewan	University of Saskatchewan Faculty Association	None	January 1977	970	Currently negotiating fourth agreement.
Sherbrooke	Syndicat des Professeurs de l'Université de Sherbrooke	FAPUQ/ACPU	février 1974	333	En train de négocier la troisième convention.
	Association des Ingénieurs de l'Université de Sherbrooke	FAPUQ/ACPU	novembre 1970	55	Une convention de trois ans se termine le 31 mai 1982.
Technical University of Nova Scotia	Technical University of Nova Scotia Faculty Association	CAUT	January 1980	64	Currently negotiating first agreement.
Trent	Association of Teaching Staff of Trent University	CAUT	June 1980	159	Three-year agreement expires June 30, 1983.
Windsor	University of Windsor Faculty Association	CAUT	April 1976	525	Three-year agreement expires June 30, 1982. Currently negotiating under re-opener on salaries.
Winnipeg	University of Winnipeg Faculty Association	CAUT	February 1981	210	Currently negotiating first agreement.
York	York University Faculty Association	CAUT	October 1977	845	One-year agreement expires April 1, 1982.

*These figures are approximate./Ces chiffres sont approximatifs.
**Information compiled as at August 27, 1981./Information en date du 27 août 1981.
1. [illegible] certificate was amended to include these groups and all other professional employees excluding doctors and dentists.
2. University closed by Provincial government May 31, 1977. FANDU would have successor rights in any reconstitution of the University.
3. Faisait auparavant partie du Syndicat des Enseignants de l'Université du Québec dans l'Ouest.

SPECIAL PLAN BARGAINING AT CANADIAN UNIVERSITIES
REGIMES SPECIAUX DANS LES UNIVERSITES CANADIENNES

University/ Université	Association/Union/ Association/Syndicat	Affiliation	Number in bargaining unit/ Nombre dans l'unité de Négociation***	Special Plan Arrangement/Régime Spécial
Alberta	Association of Academic Staff of the University of Alberta	CAUT	1917	Comprehensive agreement on terms and conditions of employment; annual monetary negotiations culminating in interest arbitration (Final Offer Selection).
Athabasca	The Athabasca University Staff Association and The Athabasca University Faculty Association	CAUT	37	Comprehensive agreement on terms and conditions of employment; annual monetary negotiations culminating in interest arbitration (Final Offer Selection).
British Columbia	The University of British Columbia Faculty Association	CAUT	1942	Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to a "Framework Agreement" for bargaining; provides as well for the negotiation of subsidiary agreements on "Conditions of Appointments."
Calgary	The University of Calgary Faculty Association	CAUT	865	Annual monetary negotiations culminating in interest arbitration (conventional) pursuant to an "Agreement to Bargain Collectively"; the Faculty Handbook governing terms and conditions is **not** part of the Special Plan Bargaining arrangement.
Lethbridge	University of Lethbridge Faculty Association	CAUT	183	Negotiations on terms and conditions with provision for interest arbitration on annual monetary negotiations.
Prince Edward Island	The University of Prince Edward Island Faculty Association	CAUT	115	Annual monetary negotiations culminating in interest arbitration (Final Offer Selection) pursuant to a framework document; other terms and conditions **not** part of Special Plan Bargaining arrangement.
Simon Fraser	Simon Fraser University Faculty Association	CAUT	371	Some terms and conditions negotiable, others may not be unilaterally altered. Annual monetary negotiations culminating in interest arbitration (conventional).
Toronto	[illegible] Faculty Association	CAUT	1950	Special Plan addresses many terms and conditions, either expressly or by reference to prevailing practice; annual monetary negotiations culminating in mediation. Attempting to negotiate changes relating to salary determination.

*These figures are approximate./Ces chiffres sont approximatifs.

BOOKS. LIVRES

Towards universal understanding

by Trevor L. Williams

Human Rights: Cultural and Ideological Perspectives. Adamantia Pollis and Peter Schwab, editors. Praeger Publishers, New York, 1979.
The Aging of Communism. Robert Wesson. Praeger Publishers. New York, 1980.
Is the Red Flag Flying?: The Political Economy of the Soviet Union today. Albert Szymanski. Zed Press, London, 1979.

The first of the three books under review is a valuable addition to the debate on human rights. Perhaps debate is a misnomer, since most pronouncements on this matter emanate from western sources, the tone and substance of which presuppose that there is universal understanding of what is implied by the term human rights. That there is room for substantial disagreement is evidenced not only by this collection of essays, but also by the correspondence columns of the *CAUT Bulletin* where, last fall, it was contended that fundamental distinctions can be made between violations of human rights in socialist countries and those in rightist countries.

What *are* human rights and who defines them? The answer to the first question appears to depend entirely on where you come from, but broadly speaking two kinds of response are likely to emerge: either human dignity is situated in fulfilling one's obligations to the larger group (society or the state), of which the individual is always a member, or else human dignity is inherent and thus the individual has certain inalienable rights owed and guaranteed by the state. Predominantly political and legal, these latter rights are embedded in Western consciousness, and none more so than the rights of property. This emphasis on individual rights is central to the political and legal traditions of France, Britain and America, the countries, to answer the second question, which have been foremost in defining human rights. Their definition (in effect, the Universal Declaration of Human Rights) is predicated on the assumption that Western values are paramount.

When the Universal Declaration of Human Rights was adopted by the U.N. General Assembly in 1948, the U.N. was, it is necessary to recall, dominated by the West, and, furthermore, most of what is now referred to as the Third World was still under colonial rule. Thus, as the editors of this collection of essays point out, "to argue that human rights has a standing which is universal in character is to contradict historical reality."

When the Soviet Union abstained on the 1948 vote, it was precisely this universal norm that she found unacceptable, since it paid no regard to particular economic, social and national circumstances, nor did the Declaration anywhere define the duties of citizens to their compatriots or to their state. (Another reason for Soviet abstention was the West's refusal to include in the Declaration a condemnation of facism and of fascist ideas, a subject of pressing importance to a country that had lost one-tenth of its population in resisting Nazi Germany.) As for the various colonial territories, in their subsequent agitation for independence, they were able to embarrass the colonialist powers acutely by invoking the articles of the Declaration, for the colonisers had manifestly not granted "inalienable rights" (in the words of the Declaration) to the colonised.

Ironically, and to the dismay of the West, most of the new nations quickly dismantled the pluralist constitutions bequeathed to them by the departing powers. The conventional justification for this (though not one accepted by the essay on Sub-Saharan Africa in this book) is that political pluralism is an unnecessary luxury in the post-colonial drive for economic development. Unfortunately, and again ironically, the new leaders were able to quote colonialist practice in their own defence: authoritarianism, total disregard for due process and detention without trial — these were the sad hallmarks of so many colonialist regimes. Indeed, one of the great tragedies of the African experience (described well here by Dunstan M. Wai) was the transformation of pre-colonial societies, which protected individual rights through complex mechanisms of checks and balances between rulers and ruled, into the arbitrary regimes of the colonialist period. And all in the name of economic development.

The editors touch briefly on the extent to which human rights are intertwined with economic issues. Some countries hold that inalienable rights are fulfilled when a citizen is a functionally useful member of society—through guaranteed employment and provision of the basic needs of life: food, shelter and clothing. "From this perspective (the editors comment) Western countries can be accused of gross violations of human rights." Furthermore, economic considerations can lead (as during the Carter presidency) to inconsistency.

In an excellent essay describing the ideological function of human rights, Marnia Lazreg faces this issue squarely. After the physical and moral defeats of Vietnam and Watergate, the U.S. urgently required some means to restore what she perceived as her moral hegemony in world affairs. She attempted this, Lazreg argues, by embracing anew "the issue of human rights, thereby posing as the defender of political prisoners or dissenters throughout the world."

The economic importance and selectivity of this pose was nowhere better demonstrated than in American relations with the Shah of Iran. Lazreg writes: "Despite evidence of violations of human rights in Iran, President Carter paid the Shah a visit in January 1978, during which time he praised him for his wisdom. At the same time, the president received assurances that Iran would not raise the price of oil . . ." (The essay was written before the hostage incident in Iran, but doubtless Lazreg would have been able, by citing American media handling of the event, to demonstrate even further the mystification that can be made to surround the human rights issue).

If the Shah of Iran received the imprimatur of the "champion" of human rights, how much more is this the case with the dictators of U.S. client states in Central and South America. One might have expected the chapter on Spanish America to have pursued Lazreg's theme more closely and to have provided the crucial refutation of U.S. views on human rights. Disappointingly, the author, Neale Ronning, contents himself with an account, albeit absorbing, of the history of Spanish American contempt for democracy, contempt specifically for general elections.

In the nineteenth century, authoritarian leaders, dusting themselves down after the latest revolution, always claimed that liberal or republican principles (elections, a free press, freedom of association, etc.) had led to chaos and that political stability and social peace "*at any price*" (Ronning's emphasis) were essential for economic development. Out of the latter would come the conditions in which "free government or democracy might eventually emerge." However, such has been the rulers' historic "distrust and fear of the masses" that democracy has never been given an extended run. But neither do "the masses" in those countries place much faith in elections, since they see them as dominated and manipulated by the "landed oligarchy and other powerful economic interests." After World War II the "specter of communism" was called up to denigrate the electoral process.

The one exception in this dismal record was of course Chile — until 1973. The overthrow of Allende was such an extraordinary event in Chilean (as opposed to South American) politics that, as Ronning argues, the junta needed to rationalise this sudden hiatus in Chile's democratic history. Accordingly, we are offered the unedifying spectacle of intellectuals rallying to the banner of tyranny. First, Ronning summarises the position of Gonzalo Ibanez, Professor of the Philosophy of Law at Catholic University of Chile, who explains how the electoral process can eventually permit

> a thing so irrational as Marxism to come to power. The so-called legality of the Allende regime corresponded . . . to the model known as "representative democracy" . . . But votes alone do not make a government legitimate. Its policies and philosophical infrastructure must also be "right".

Second, Ronning quotes Hector Riesle Contreras, also Professor of Law at Catholic University of Chile, who questions and flatly denies the legitimacy of the very elections that brought the Allende government to power:

> The elections are questioned and denied *not* because of any procedural shortcomings but on the grounds of "illicit object and illicit cause in the manifestation of the will of the citizens and parliamentarians in voting to power a confessed representative of a perverse doctrine."

Translated, the citizens voted the wrong way.

Ronning's decision to allow the apologists for the Chilean junta to condemn themselves in their own words would have been more effective had he been prepared to tackle the question of American involvement in the overthrow of Allende. His total silence on the role of Nixon, Kissinger, the CIA, A.T. & T. and other multinationals, seriously weakens this particular essay.

In summary, this is an important book for anyone interested in international human rights. The most challenging of the eight essays are those (by editors Pollis and Schwab and by Lazreg) with a theoretical framework. The other essays cover China, Sub-Saharan Africa, the Islamic countries, Spanish America and pre-revolutionary

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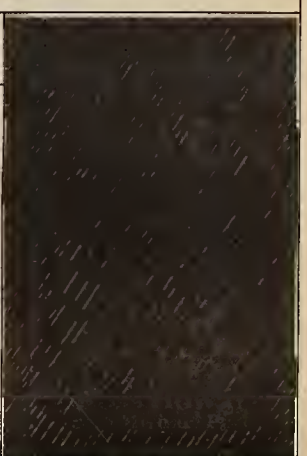
Focus on acid rain

by Truis Smith-Palmer

Acid Rain: The North American Forecast by Ross Howard and Michael Perley, Anansi, 1981



Aimed at a very broad audience, this book is very readable and should do much to increase awareness of the acid rain problem. Most people in North America have heard of acid rain, but do not always comprehend just how serious the problem is. Worse, they do not realize that we *do* have the technology to greatly decrease it, if not to prevent it entirely. What we don't have are the right laws and governing bodies and anyone who is prepared to foot the bill. If enough people read this book, realize the problem and start a public outcry, this might provide the necessary push for the government to stop talking and start acting.

The authors include an historical account of the 'discovery' of acid rain both here and in Sweden, describe the status quo, and then analyse what is and isn't being done, and why. Thus this book differs from most others on this topic because it is not just a dry report on one aspect of the problem. It cannot be said to be unbiased, however, as it comes out strongly against the lack of action by the U.S. and Canadian governments, particularly the latter.

The chapter divisions are well chosen; each chapter is well written and researched and stands easily by itself. At the end of the book we find an index, references for each chapter, a list of important environmental agencies in the U.S. and Canada, and several pages of suggested further reading. Thus we have an excellent reference book for acid rain, allowing one to first get an excellent overview of the problem and then to probe as deeply as one would like.

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Underinvestment in human capital

by Richard D. Vanderberg

The Costs of Higher Education by Howard R. Bowen, Jossey-Bass Publishers, San Francisco, 1980

The subtitle of this work is: How Much Do Colleges and Universities Spend per Student and How Much Should They Spend? It is issued by the Carnegie Council on Policy Studies in Higher Education.

The Carnegie Council Series on education has become well known during the past decade. This work by Bowen certainly is up to the high standards readers have come to expect from the series. The book is divided into three sections. Section One is a study of long-term trends in costs over nearly fifty years. Part Two is a cross-sectional study of the costs of a representative sample of 268 colleges and universities in 1976-77. The last section deals with the implications of these findings as they bear upon the question of what higher education should cost.

While the work concerns itself exclusively with higher education in the United States, it has considerable relevance to Canadian higher education. Clearly World War II marked a break point in the funding of universities. Quite clearly also the decade of the 70s was a period where faculty compensation fell drastically. The rate of increase in academic compensation averaged 2 per cent less per year than for other civilian full-time employees. Bowen also found that for the decade of the 70s, "Salaries of engineers and scientists employed in the federal government and private business are on the average a quarter more than those paid by four year institutions of higher education..." This finding is surprisingly similar to what has been found in Canada.

Certainly Bowen's conclusion, while undoubtedly accurate, is not encouraging. "Currently the salary goals of most institutions are (1) to keep up with other academic institutions, and (2) to keep pace with the cost of living. These goals are not sufficient. If persistently followed, they will ensure that the compensation of academic workers will become steadily less competitive in relation to the rates of pay prevailing in the general labour force."

To this reviewer, the most interesting chapter was Chapter 5, Costs of Asset Maintenance and Prices of Purchased Goods and Services. Those individuals who have worked closely with university budgets or in the negotiating efforts of their faculty associations will find that this chapter has a familiar ring to it. Some of the statements border on the obvious. For example. "...when cash budgets are in balance it does not follow automatically that total costs, including the costs of maintaining assets, have been fully recognized... The cash budget of an institution reflects total costs only when enough money is being spent on maintenance or set aside as reserves to offset the deterioration of assets." Failure to recognize the truth of such a statement for even a few years can result in astronomical expenditures being necessitated if adequate laboratory and teaching facilities are to be maintained.

Even more important, and with even more serious consequences, is the failure to recognize that a university's most important assets are intangible, not tangible. Bowen concentrates on four categories of intangible assets: (1) the ability to recruit and retain qualified faculty and staff; (2) the capacity to recruit and retain qualified students; (3) ties to sources of appropriations, grants, and gifts; and (4) the ongoing internal organization, including division of labour, definition of roles, rules, customs, traditions, and morale. If these assets are declining then costs are correspondingly mounting, regardless of what the accounting statements may show about the flow of cash.

What Bowen is really emphasizing in this chapter is what economists call investment in human capital. Human capital, and the investment in it, is obviously what education, and universities, are all about. It is a sad comment on universities, their boards, administrations, and even faculties, that they have tolerated for so long the underinvestment of this resource.

Few question the correctness of a university attempting to hire the best person for a job. Many continue to de-emphasize the importance of maintaining that professor at the peak of his scholarly abilities through library expenditures, sabbatical leaves, up to date laboratory equipment, and a generally satisfactory climate in which to work. To those of us who have been a part of the Canadian university system for a number of years, the results of inattention to these factors is all too obvious.

Chapter 7 is an attempt to determine whether there is an Engel's law of higher education. Engel found many years ago that as income increases the percentage spent on less urgent items increases. After reviewing the data, Bowen concludes that "...Engel's law does not seem applicable to the budgets of higher education." What he does find is that, "The fruits of growing affluence lie more largely in additional administrative and nonprofessional staff than in additional faculty." This finding leads Bowen to conclude what many faculty association negotiating teams have also concluded: "When it is understood that faculty members represent only about a third of the entire personnel employed in higher education and only about half the payroll, and when it is realized that direct expenditures for teaching have been a declining percentage of total expenditures over a long period, a strong case can be made that economies should be sought in the non-academic part of institutional budgets rather than in the academic part. The focus should be on the ratio of non-academic staff to students rather than on the ratio of faculty to students."

The Costs of Higher Education is an excellent book. It can be recommended to both those individuals with research interests in the field and those whose research interests lie elsewhere but who work in universities.

Richard Vanderberg is the Executive Secretary of the University of Calgary Faculty Association.

Toward universal understanding . . .

Russia. The last one, by Susan Heuman, is the least useful, and one wonders why it had to be included at all. The book has nothing to say about torture.

The second book under review, *The Aging of Communism* by Robert Wesson, is published "in cooperation with the Hoover Institution, Stanford University", a principal source of foreign policy advice for the Reagan administration. Why and for whom the book was assembled remains something of a puzzle. It is a monotonous attack on communist societies in general and the Soviet Union in particular. The copious footnotes are probably designed to confer academic respectability or perhaps even some kind of raison d'être upon the book, but since virtually every source cited is either Western or emigré, the respectability is somewhat compromised.

Two quotations must suffice to demonstrate both the quality and the level of what passes for thought in this book. Discussing the governmental structures of communist countries, Wesson offers this summary, which it seems to me could describe any bureaucratic organization anywhere in the world (including CAUT!): "With rather minor exceptions, one Communist ruling party looks much like another, with a central committee, overlapping politburo and secretariat, congresses and conferences, bureaus, secretaries, and departments at various territorial levels." This is damaging news indeed. Later we are told of the "sumptuous existence" of the Soviet government:

> For example, it is related that when Politburo member Mikhail Suslov was to visit a Leningrad market, customers were whisked to one side and replaced by KGB operatives, and shelves were loaded with goodies, all quickly removed after the official party passed through.

The source for this vignette is *The Samizdat Bulletin*, no. 36, April 1976. Suslov (no identifying footnote, of course) is, to be sure, important within the Soviet scheme of things, but the uncritical inclusion of such a story from such a source in an academic treatise is questionable, to say the least. (It reminds one, indeed anyone of British origin, of those stories of the Queen, all too verifiable alas, descending upon or merely passing through some village, in expectation of which the villagers would take elaborate steps to conceal the sordidness of their daily reality: whitewashing of coalheaps, construction of special toilets in case Her Majesty should be taken short en passant, and so on. Everyone has a favourite story. Clearly, what the world now needs is an analysis of the British ruling class which taps this rich vein of parochial anecdotage.)

Not surprisingly, Wesson makes no reference to Albert Szymanski's book *Is The Red Flag Flying?* (London, 1979). Szymanski, a professor at the University of Oregon, sets out, as his title implies, to answer the question which exercises both the capitalist West and those socialists, in the West and elsewhere, who so admire the Peking line, namely: is the Soviet Union operating under a socialist system? (His definition of the latter takes up the second chapter.) What is relevant here is the cool, objective inquiry that Szymanski conducts, and, above all, his use of sources. Szymanski has deliberately chosen mainly Western sources, many of them hostile or at best neutral, to recover data which, despite the original author's negative bias, could be used to support an opposite conclusion. This is a difficult, but ultimately more rewarding, task for the author; it is also more convincing for the reader. In brief, while Szymanski seeks international understanding, Wesson merely perpetuates the Cold War.

Trevor Williams is with the Department of English at the University of Victoria.

Southern images and northern realities

by Oiva Saarinen

Canadian Nordicity: Its Your North Too; by Louis-Edmond Hamelin, Montreal, Harvest House, 1979, XV and 373 pages. $12.95 (paper).

Since World War II, the north has attracted a great deal of attention in Canada. The construction of radar sites, the Mid-Canada project, the Manhattan affair, the establishment of the Berger Commission, oil and gas developments, and Amerindian land claims, have all served to evoke a strengthening regional image in southern Canada.

This book by Louis-Edmond Hamelin examines southern images and compares them to northern realities. Hamelin's contention is that many of these images are illusionary. He also asserts that these myths have functioned to bring about the existence of attitudes and official policies based upon the erroneous principle of "homogeneous Canadianization". As an alternative, the author asks us to consider another concept based upon "Canadian nordicity". From a geographical perspective, the work cannot be considered as being a regional study in the traditional sense; rather, it should be viewed as a treatment in applied political geography.

Hamelin is highly qualified to produce such a timely volume. His northern experience extends back to 1951 when he became a professor of geography at Laval University. In 1961 he became the founder-director of Laval's Centre for Northern Studies. From 1971 to 1975 he also served as a Member of the Council of the Northwest Territories. This official background has been complimented by numerous northern expeditions in Canada and around the globe. The author's intimate knowledge of the north is clearly reflected throughout the entire study.

The work is framed around the concepts of nordicity and zonality. Nordicity refers to the level of awareness and the degree to which an explicitly northern consciousness exists in the policies of corporations and various levels of Canadian governments. Elements of this nordicity include the need to respect cultural pluralism, an understanding of the deep attachment by Amerindians (Indians and Eskimos) to the land, and the importance of moving towards a true northern form of government.

The concept is given a geographical or zonal dimension through the use of a nordicity index. The nordicity index serves as a tool for synthesizing ten high-latitude parameters (latitude, summer heat, annual cold, types of ice, total precipitation,

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Egerton Ryerson and His Times. Edited by Neil McDonald and Alf Chalton. Toronto: Macmillan of Canada (1978). Pp. 319.

Indispensable guide to cultural dynamics of 19th century Ontario

by Brian McKillop

The year 1876 marked the retirement of the Reverend Egerton Ryerson from the position of Superintendent of Education for Ontario, a post he had held for thirty years with enormous tenacity and zeal. By the time of his retirement, Ontario could boast of a centralized and uniform system of public education — replete with Superintendents, inspectors, bureaucracy, and numerous items of instructional apparatus — second to none in the world.

Indeed, at the Centennial Exposition of 1876, held in Philadelphia, the exhibit of the province's Education Department received numerous awards and medals, and it continued to do so at other international exhibitions (such as the World's Columbian Exposition in Chicago in 1893) for the remainder of the nineteenth century. Such was the magnitude of Ryerson's seeming achievement that the Premier of the Province, George Ross, could state in 1890: "In the line of general education I think that we have gone about as far as we need to go."

Egerton Ryerson and His Times, a collection of twelve essays resulting from a 1976 conference held to commemorate the centennial of Ryerson's retirement, provides abundant evidence that both Ryerson's career and his achievement were ambiguous ones, and that these ambiguities were those of the provincial society in which he operated.

The introductory section of the volume, consisting of essays on "Canadian Educational Historiography," by Marvin Lazerson, and on "The Pre-Ryerson Years," by J. Donald Wilson, establish its themes. The former effectively disarms the potential reviewer by usurping some of his functions. Lazerson ably surveys the contents of the volume and places each essay into a larger context. Thus: "Lest readers assume too easily that this book is simply about schools, let me hasten to add that the essays which follow blend educational history with new and significant insights into topics of continuing concern to Canadian social and cultural historians: the influence of English and American institutions on Canadian culture, the nature and impact of the Rebellions of 1837, the complex relationships between the Anglican establishment and religious voluntarism, the response to immigration, the influence of Ontario on western Canada, and the shaping of public service institutions." (p. 3) Lazerson continues with an able discussion of the essays in the contexts of the modernization of society, bureaucratization of educational institutions, and the political socialization of students.

J. Donald Wilson's contribution on the pre-Ryerson years (drawn from his *Canadian Education: a History,* published in 1970 with Robert N. Stamp and Louis-Philippe Audet) merely establishes the background to such themes, giving Bishop Strachan his due recognition but setting the stage for the Ryerson years. The bulk of the volume is given over to examinations of "Dimensions of Ryerson's Thought," the development of his provincial educational "system," and the social implications of that system. A concluding section of two essays looks at the post-Ryerson years.

Each author, of course, has his own angle of vision on Ryerson and as a result, when taken collectively, the essays exhibit a certain degree of interpretive tension. Goldwin S. French and Albert F. Fiorino, contributing "Egerton Ryerson and the Methodist Model for Upper Canada" and "The Moral Foundation of Egerton Ryerson's Idea of Education," respectively, are quite sympathetic to Ryerson's view and his intentions. Accordingly, they seek to establish that he was not opportunistic (although certainly eclectic) in rooting his thought in traditions of eighteenth century theology, political theory, and moral philosophy. French concludes that Ryerson "remains... formidable, not so much for his accomplishments, as for his strenuous determination to bring together and to apply the Christian tradition and the British inheritance in the shaping of Upper Canada" (p. 57) and Fiorino concludes, in a similar vein, that "Ryerson's idea of education constituted an essential part of this Christian Crusade designed to counteract the rationalistic tendencies of the age and thus to promote Christianity as the only efficient solution to the human condition." (p. 78)

In the nineteenth century, such conclusions would have been applauded in clerical circles accompanied by the Biblical text: "Righteousness exalteth the nation." Our own age has made the word "righteous" synonymous with any form of authoritarian intolerance. Neil McDonald becomes the harbinger of such a view in this volume with his essay, "Egerton Ryerson and the School as an Agent of Political Socialization." There we find the virtues of French and Fiorino now turned to faults. Once examined in the context of class conflict and social costs, Ryerson becomes an agent of "social control" *par excellence* in British North America; his concern for educating the "lower orders" is revealed to be a means by which the working classes could be convinced to accommodate themselves to middle class values, thereby legitimating the dominant ideology and quelling potential social revolt.

Most of the remainder of the essays in this volume establish variations on this "social control" theme, and for the most part they are both good and useful. James Love's essay on the professionalization of teachers in Upper Canada shows how teachers were convinced by Ryerson that the central tenet of their calling was that of "instilling loyalty and morality in the young." As a result of Ryerson's influence (i.e. that of the office of Chief Superintendent), teachers became adjuncts of the civil service rather than an autonomous professional group. Alison Prentice's essay on Ryerson as public school administrator shows clearly how his development of a highly centralized administrative apparatus made this possible, although R.D. Gidney and D.A. Lawr, in their examination of the administrative system in the years 1841-50, note that the rudiments of such a system were already in place by the time Ryerson assumed office.

Prentice notes by way of conclusion that while Ryerson "clothed himself" in a "cloak of neutrality" as an administrator, the fact was that no such ideological neutrality existed. (p. 154) If this was true for the administrative system itself, it was even more the case with the system's application. Harvey J. Graff illustrates this graphically in an excellent essay, "The Reality Behind the Rhetoric: the Social and Economic Meanings of Literacy in the Mid-Nineteenth Century: the Example of Literacy and Criminality." The "rhetoric" was the view that literacy would prevent both minor vices (such as idleness and intemperance) and major problems (such as poverty and criminality). The "reality" was that factors such as ethnicity, class, and sex were significantly more important factors in criminality than were illiteracy or ignorance.

Another aspect of the "rhetoric" of educational reform was the seeming virtue of regular attendance at school. Ian E. Davey and Susan E. Houston explore the dynamics of the problem and proposed solutions, respectively. Conceived as a solution to social problems such as juvenile delinquency, compulsory attendance, in the end, posed no solution. Economic and physical pressures continued to dictate attendance, for compulsory school legislation had (in Davey's words) "no effect upon the material conditions in which people lived." (p. 247) Houston reaches a similar conclusion.

In the end, Ryerson's system imposed and preserved bureaucratic and social order, and it rigidified and legitimated the existing system of social relations. Today the "social control" model is used as a means of ideological criticism. It is a mechanism for analysis, and from it we can learn much; but unless used with great sensitivity our sense of *understanding* may be diminished rather than enhanced. It seems ready-made to lead to anachronistic pitfalls.

This book is not without such problems. Two examples may suffice. Graff is critical of those such as John Beverley Robinson for a statement on the need for schooling for the poor: "Their notions of causality... may be questioned, for they were unable to recognize poverty as a structural feature of society or capitalism." (p. 192) Quite so, but the year is 1849, and it is doubtful whether anyone other than Marx or Engels themselves could have done so within a year of the publication of the Communist Manifesto.

McDonald strikes a similar, anachronistic chord when summing up his view of Ryerson as an agent of political socialization. Ryerson's view, he concludes, "was more appropriate to a closed, hierarchical society in which the citizen was trained to know his proper 'place' and to recognize and accept what is 'right and good.' It was not a society ... in which the citizen was taught how to effect change or how to participate actively in the political process." (p. 104) Such statements outline clearly the objective conditions that were the "hidden agenda" of much of the educational rhetoric of Ryerson's day; but they also suggest that Ryerson's views were generally deemed quite acceptable at the time. His was largely a "closed, hierarchical society" and it was scarcely a democratic one in the modern sense.

His solutions to the problems of education were extended into other Canadian provinces, as Alan H. Child's essay on "The Ryerson Tradition in Western Canada, 1871-1906" attests; and he and his successors in Ontario sought to preserve the seeming virtues of his "system" to a point where, we now can see, they became hindrances in an industrializing society much in need of technical education (see Robert Stamps' essay, "Ontario at Philadelphia: The Centennial Exposition of 1876").

This volume tells us much about Ryerson and his times, for the essays form a remarkably coherent whole and they prove indispensable as guides to the cultural dynamics of nineteenth century Ontario. It reminds us of the wide gulf between Ryerson's values and ours and raises, by implication, the question of whether analysis or sympathy best serves as the basis of a historical understanding of a man and his times.

Brian McKillop is with the Department of History at the University of Manitoba.

Southern images . . .

vegetation cover, accessibility, air service, population, and economic activity). The parameters, in turn, are used as a measure to quantify the specific northerness of a particular site through a conversion process involving polar units (VAPO or *valeurs polaires)* with the north pole serving as a reference point at 1000. It is by applying this technique that specific subregions are identified, each having its own character and needs.

Hamelin is deeply concerned with the role of the indigenous population in the Canadian north. He suggests that there is a pressing need to replace southern-oriented philosophies by more appropriate northern orientations based upon very different systems of education, choronymy, and economic development. In this connection, he accuses the federal government, the provincial governments (including Quebec), and even the territorial administrations of having poorly adjusted northern mentalities. The case study analysis of recent events in the Province of Quebec is particularly noteworthy. In this section of the book Hamelin details the conflicting objectives of Ottawa and Quebec City regarding the Amerindian population which manifested themselves most clearly during the 1960's.

Many readers will undoubtedly respond sympathetically to Hamelin's diagnosis of contemporary northern problems; however, many of his proposed solutions such as the simplification of the political structure and the importance of a true sharing of real jurisdictions will generate much debate. One wonders, for example, whether or not this region which covers more than 70 per cent of Canada's total land and water area can really be capable of moving towards a significantly greater level of self-determination. The sparseness and plurality of the population, the vastness and diversity of the natural environment, constitutional constraints, and enormous development pressures from southern Canada all impose serious obstacles to the implementation of his nordicity programme.

The volume represents a major contribution to the area of northern studies. It constitutes a worthy attempt on the part of the author to deal with one of the least understood regions of our country. The measure of the work is reflected by the fact that it has already succeeded in winning both the *Governor-General's Award* and the *Prix Scientifique de la Province de Quebec.* At a time when major decisions are being made concerning the Canadian north, the book provides an excellent background against which to consider future courses of action.

Oiva Saarinen is with the Department of Geography at Laurentian University.

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Due to rising costs for printing and paper, the Bulletin will be raising its advertising rates effective January 1, 1982 for all ads intended for inclusion in the February issue. The following rates will apply:

Classified ads: $2.00 per column line
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ADMINISTRATIVE POSITIONS

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Electrical Engineering. Applications and nominations are invited for a faculty position and head of the Department of Electrical Engineering. The Department has a faculty of 11, a graduate student group of approximately 20, and currently graduates an undergraduate class of approximately 50. Candidates should have academic experience and an established record of scholarly achievement. Administrative and industrial experience would also be desirable. The appointment is a tenure track position and, as department head, will be for a four year renewable term. Starting date is September 1, 1981 or as soon as possible thereafter. Please address all applications including a curriculum vitae and the names of at least three referees to: Dr. D. A. Roy, Dean of Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, N.S. B3J 2X4.

THE GABRIEL DUMONT INSTITUTE OF NATIVE STUDIES AND APPLIED RESEARCH. The Gabriel Dumont Institute has openings for the following positions: Director of the Saskatchewan Urban Native Teacher Education Program. Location: Regina or Saskatoon. The SUNTEP program, is a Bachelor of Education program for Native people, which operates out of these urban centres. There is a staff of 9 professionals and projected enrolment of 135 students. The Director will be responsible for the planning, direction and supervision of the overall Teacher Education Program. The candidates must have demonstrated administrative and supervisory ability; experience in teacher education; and a good knowledge of Indian and Metis cultures. Preference will be given to candidates who have or are completing graduate studies. Salary: up to $35,838 (presently under review). Starting time: negotiable. Closing Date: when the position is filled. Preferences will be given to candidates of Native origin. Application to: Dr. Kenn Whyte, Director, Gabriel Dumont Institute of Native Studies and Applied Research, 2505 11th Avenue, Regina, Saskatchewan, S4P 0K6. Phone: 306-522-5691.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Otolaryngology. Hospital Department: Otolaryngology. University Title: Professor and Chairman. Hospital Title: Chief of Otolaryngology. Qualifications Required: M.D., Royal College Fellowship or equivalent. Nature of Duties: Leadership of a University Department with Divisions in several affiliated teaching hospitals, research activities in University laboratories and association with several community hospitals. The Chairman will also be Chief of Otolaryngology at an affiliated hospital. Salary: Negotiable. Person to Whom Enquiries Should be Sent: Dr. R. H. Sheppard, Associate Dean and Chairman of the Search Committee, Faculty of Medicine, Room 2113, Medical Sciences Building, University of Toronto, 1 King's College Circle, Toronto, Ontario, M5S 1A8. Effective Date of Appointment: July 1, 1982. Closing Date for Receipt of Applications: October 31, 1981.

WILFRID LAURIER UNIVERSITY. School of Business & Economics. Applications are invited for the position of Dean effective July 1, 1982, or at a mutually agreeable time. Preferably, applicants should hold an earned doctorate in business or economics and have administrative, teaching and research experience. Applications, accompanied by a resume and the names of three referees, should be addressed to Dr. John A. Weir, Chairman, Search Committee for Dean of School of Business and Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5. Closing date for applications is December 31, 1981.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Health Administration. University Title: Professor and Chairman. Qualifications Required: An earned doctorate or extensive research experience in one of the disciplines related to Health Administration (economics, political science, epidemiology, management sciences, organizational behaviour), and field experience or knowledge of the health administration field. Nature of Duties: To provide academic and research leadership to a department of 15 full-time faculty with diverse skills relating to health administration and health services research. Salary: Negotiable. Person to

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Whom Enquiries Should be Sent: Dean Frederick H. Lowy, Faculty of Medicine, 1 King's College Circle, University of Toronto, Toronto, Ontario, M5S 1A8. Effective Date of Appointment: Appointment to be made as soon as possible. Closing Date for Receipt of Applications: October 30, 1981.

THE UNIVERSITY OF WESTERN ONTARIO. TROIS-PISTOLES SUMMER SCHOOL. Faculty of Part-Time and Continuing Education. Director. Applications are invited for the position of Director of the University of Western Ontario's Summer Language School located at Trois-Pistoles, Quebec. The School, part of the program of the University's Faculty of Part-Time and Continuing Education, offers undergraduate degree-credit courses in French language and literature at two consecutive six-week sessions beginning in early May and concluding in mid-August, during which time the Director resides in Trois-Pistoles. From September through April, the Director performs administrative duties for the School and teaches one course in the Department of French at the University of Western Ontario. Candidates must be fully bilingual, and should possess a doctorate in French language or literature. Experience in the teaching of French at the university level and demonstrated administrative competence is required. Appointment will be for a three-year term, renewable, to begin on May 1, 1982. Salary commensurate with academic rank and experience. Applications (with curriculum vitae and the names of three referees) should be sent by November 1, 1981, to: Dr. T. N. Guinsburg, Dean, Faculty of Part-Time and Continuing Education, The University of Western Ontario, London, Ontario, N6A 5B8. Canadian Immigration regulations require that only Canadians or landed immigrants to Canada need apply for this position.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Surgery. Hospital Department: Surgery. University Title: Professor and Chairman (Colonel Samuel McLaughlin Professor of Surgery). Hospital Title: Surgeon-In-Chief. Qualifications Required: M.D., Royal College Fellowship or equivalent. Nature of Duties: Leadership of a University Department with Divisions in several affiliated teaching hospitals, research activities in University laboratories and association with several community hospitals. The Chairman will also be Chief of Surgery at an affiliated hospital. Salary: Negotiable. Person to Whom Enquiries Should be Sent: Dean Frederick H. Lowy, Faculty of Medicine, Room 2109, Medical Sciences Building, 1 King's College Circle, University of Toronto, Toronto, Ontario, M5S 1A8. Effective Date of Appointment: July 1, 1982. Closing date for Receipt of Applications: October 31, 1981.

UNIVERSITY OF BRITISH COLUMBIA. Department of Medicine. Head. Division of Endocrinology and Metabolism. Applications are being received until October 31, 1981 for Head of the Division of Endocrinology and Metabolism. Applicants should be experienced, clinically qualified specialists with a major research reputation in the field of endocrinology and metabolism to head the division of Clinical Endocrinology and Metabolism in the Department of Medicine at the University of British Columbia. The Head of the Division will be located in the new University Hospital and will direct the academic aspects of his field in all the U.B.C. teaching Hospitals. The applicant should be able to develop a significant clinical and basic research program. Academic and personal arrangements to be negotiated. Applicants should include a letter of previous experience, an updated C.V. and three (3) suggested names of references. Send to: Dr. John H. Dirks, Professor and Head, Department of Medicine, University of British Columbia, at Vancouver General Hospital, 700 W. 10th. Avenue, Vancouver, B.C. V5Z 1M9, Canada.

McMASTER UNIVERSITY. Faculty of Business. Distinguished Professorial Chair in Accounting. McMaster University invites applications (and nominations) for the Distinguished Professorial Chair in Accounting, in its Faculty of Business. The holder of the Distinguished Professorship will be expected to provide leadership in scholarly research activities and in the development of programs of the Faculty, as well as to teach selected courses at the graduate and/or senior graduate levels. It is expected that the holder of the Distinguished Professorial Chair will have an established record as a recognized scholar in accounting. The individual's educational background, professional qualifications and work experience are expected to be commensurate with that normally required for a senior academic appointment at a university. Cognizant of the nature of this position, the University has set the initial salary of the Distinguished Professorship at a level which exceeds that of most senior academic appointments. The incumbent will be entitled to a wide range of fringe benefits that are available to full-time faculty members of the University and also will receive research and travel support that is commensurate with his/her on-going scholarly projects. Applications (and nominations) should be mailed to: Dean A. Z. Szendrovits, Faculty of Business, McMaster University, 1280 Main Street West, Hamilton, Ontario, L8S 4M4.

G. F. STRONG REHABILITATION CENTRE. Medical Director. Applications are invited for the full-time position of Medical Director of the G. F. Strong Rehabilitation Centre, Vancouver, B.C. The G.F. Strong Rehabilitation Centre is a 150 bed specialized physical rehabilitation centre accredited by the Canadian Council of Hospital Accreditation. It provides services to adults and children on an inpatient and outpatient basis in organized clinical services. The services of the Centre are available to individuals from all parts of British Columbia on referral from physicians. Reporting to the Executive Director, the Medical Director as the Chief Physician in the Centre is a member of the Centre's management team. In addition to carrying an appropriate patient load, the Medical Director is responsible for the supervision and coordination of the Medical Staff in the provision of quality patient care programs. In conjunction with the Medical Advisory Committee, the Medical Director is responsible for ensuring that the Medical Staff is properly and efficiently organized to fulfill their required functions and responsibilities. The Medical Director will be responsible for liaison with the Division of Rehabilitation Medicine, Faculty of Medicine, U.B.C. regarding resident training. A suitable academic appointment will be arranged. The Medical Director will coordinate research activities. Applicants should have qualifications in Physical Medicine and Rehabilitation or a related clinical specialty with proven interest and experience in rehabilitation; experience in administration; interest and experience in medical teaching; and an interest in research relative to rehabilitation. Applicants must be or be eligible to be licensed by the College of Physicians and Surgeons of British Columbia. Applications should be forwarded in confidence before December 1, 1981, to: Mr. W. S. Phillips, Chairman, Medical Director Search Committee, C. F. Strong Rehabilitation Centre, 4255 Laurel Street, Vancouver, B.C., V5Z 2G9.

ADMINISTRATIVE STUDIES

YORK UNIVERSITY. Faculty of Administrative Studies. Positions open commencing July 1, 1982, subject to budget approval in the following areas: Accounting, Behavioural Science, Economics, Labor Relations, Finance, Information Systems, Management Science, Marketing, Policy and Environment, Management Policy, Production Management. Rank and salary open. Successful candidate will be expected to be active in research and to teach in the Ph.D., Masters, and undergraduate programmes. Please submit curriculum vitae and references to W. B. Crowston, Dean, Faculty of Administrative Studies, York University, 4700 Keele Street, Downsview, Ontario, M3J 2R6. Deadline for submission — when positions are filled.

ART

THE UNIVERSITY OF LETHBRIDGE. Department of Art. One position as Assistant Professor of Art and Art Gallery Director/Curator. Duties to include Director/Curator of the University Art Gallery. Gallery administration and organization of exhibitions, visiting artist program and related art gallery programs. Maintenance of the permanent University Art Collection. Teaching of two art courses per year subject to departmental needs. Master's degree or equivalent. Significant professional experience in gallery administration and teaching art courses. Salary schedule: (1981-82) Assistant Professor - Minimum $24,204. Applications including a curriculum vitae, transcripts, and three letters of reference should be sent to: Professor Herbert A. Hicks, Chairman, Department of Art, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Tenure track position, probationary appointment to begin 1 January, 1982. Closing date: November 2, 1981.

BIOCHEMISTRY

UNIVERSITY OF ALBERTA. Department of Biochemistry. Applications are invited for the position of Postdoctoral Research Fellow in the general area of membrane structure and function. This position, available on April 1, 1982, will involve basic research on the role of lipids in biomembranes, particularly physical (calorimetric and NMR) studies of lipid phase behavior and lipid molecular dynamics and orientation, lipid-protein interactions in model and biomembranes, and the influence of lipids on the activity of membrane-bound enzymes. Candidates should be newly graduated Ph.D.'s or have had no more than one year of previous postdoctoral training. Salary will be $14,000 per annum for a newly graduated Ph.D. and will increase by $1,000 per annum for each year of postdoctoral experience. Applications, including a detailed curriculum vitae and the names of three references, should be sent to: Dr. Ronald N. McElhaney, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7.

UNIVERSITY OF ALBERTA. Department of Biochemistry. Applications are invited for the position of Professional Research Assistant in the general area of membrane structure and function. This position available on or about January 1, 1982, will involve basic research on the role of lipids in biomembranes, especially physical (calorimetric and NMR) studies of lipid phase behavior and lipid molecular dynamics and orientation, lipid-protein interactions in model and biomembranes, and the regulation of the activity of membrane-bound enzymes by lipids. Candidates should possess the Ph.D. degree with at least two years of appropriate postdoctoral experience. Salary will be commensurate with qualifications and experience, starting at $18,400 per annum for someone with two years of postdoctoral experience. Applications, including a detailed curriculum vitae and the names of three references, should be sent to: Dr. Ronald N. McElhaney, Department of Biochemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7.

BIOLOGY

SIMON FRASER UNIVERSITY. Department of Biological Sciences. Non-Vascular Plant Biologist. A position of assistant professor is available for a period of one year from 1 January 1982. Candidates must have a Ph.D. degree with specialization in lower plants; relevant postdoctoral research and/or teaching experience is desirable. The successful applicant is expected to participate in the Department's teaching and research program, with specific teaching duties in the area of non-vascular plants. Salary commensurate with experience; the current salary base is $22,017 per annum for the assistant professor rank. Applicants are requested to provide an up-to-date curriculum vitae, a brief statement of their teaching expertise and research interests, and reprints of published research. In addition, applicants should request a confidential assessment of their teaching and research ability from three referees to be forwarded directly to: Dr. K.K. Nair, Chairman, Department of Biological Sciences, Simon Fraser University, Burnaby, B.C. Canada V5A 1S6. Canadian applicants will be given preference. Deadline for receipt of applications is 31 October or when the position is filled.

BROCK UNIVERSITY. Department of Biological Sciences. Tenure stream position for a Geneticist at the Assistant Professor level is available from January 1, 1982 or earlier. The appointee will be expected to teach molecular, transmission and population genetics at the undergraduate level, to develop an independently funded strong research program, to supervise graduate students and to interact with the faculty over several levels of biological organization. Although specific research specialty is open, research areas of particular interest include microbial genetics, eucaryotic genetics (including mammalian molecular genetics) and population genetics. Canadian applicants will be considered first. Submit complete curriculum vitae by October 31, 1981, with a statement of research and teaching experience, reprints of published papers, names of three referees to Dr. M.S.

THE BOARD OF GOVERNORS OF THE UNIVERSITY OF SASKATCHEWAN

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Mr. N.K. Cram
University Secretary
University of Saskatchewan
Saskatoon, Saskatchewan
S7N 0W0

Manocha, Chairman, Department of Biological Science, Brock University, St. Catharines, Ontario, Canada, L2S 3A1.

UNIVERSITY OF SASKATCHEWAN. Department of Biology. Applications are invited for a postdoctoral position in fish behaviour with emphesis on the role of chemical alarm signals in predator defense and on seasonal changes in skin morphology associated with breeding behaviour. The candidate should have a good background in fish behaviour or physiology. Salary $14,100 (minimum). This one-year position will probably be renewable for a second year. Please send application, including curriculum vitae and names of three references to Dr. R.J.F. Smith, Department of Biology, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N OWO.

BUSINESS ADMINISTRATION AND COMMERCE

QUEENS UNIVERSITY. Business Administration and Commerce. Applications are being accepted for tenure-track and/or visiting faculty positions in Accounting, Finance and Marketing. Teaching will be at the B.Com., MBA and Ph.D. level. Completed Ph.D. is strongly preferred. Rank and salary are open. Positions are open to both male and female applicants. Send résumé to: Dr. H.O. Helmers, Associate Dean, School of Business, Queen's University, Kingston, Ontario, K7L 3N6.

THE UNIVERSITY OF ALBERTA. Faculty of Business Administration and Commerce. Applications are invited for faculty positions from those with teaching and research interests in: accounting, management information systems, finance, management science, marketing, business policy, industrial and legal relations. Ph.D. or equivalent is desirable. Salary and rank depend on qualifications. Forward applications by November 1, 1981. Canadian citizens and permanent residents will be given preference. Appointments normally effective July 1st. Send résumé to: Dr. Roger S. Smith, Dean, Faculty of Business Administration and Commerce, The University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. The University of Alberta is an equal opportunity employer.

WILFRID LAURIER UNIVERSITY. School of Business and Economics. Applications are invited for teaching positions in the area of: Accounting, Finance, Operation's Management, and Introductory Business for the 1982/83 teaching year. Qualifications: Ph.D. or Ph.D. candidates. Duties: include graduate and/or undergraduate teaching. Applications will be accepted until positions are filled, and are subject to budget epproval. Send applications to: Dr. T.F. Cawsey, Ph.D., Associate Dean of Business, School of Business and Economics, Wilfrid Laurier University, Waterloo, Ontario, Canada, N2L 3C5. Immigration Policy states that only Canadians or permanent residents need apply for the above positions.

McMASTER UNIVERSITY. Faculty of Business. Applications are invited in the following areas: (i) Accounting, (ii) Finance, (iii) Management Information Systems, (iv) Marketing, (v) Personnel and Industrial Relations, (vi) Production and/or Management Science. Rank depends on qualifications and experience; preferably at the Assistant or Associate Professor level. Visiting appointment is also possible. Ph.D. or DBA degree is expected, preferably with teaching and research experience. Duties include research and teaching at both graduate and undergraduate levels. Applicants for Management Information Systems, Production and/or Management Science will be expected to contribute to the Ph.D. program in these areas. Applicants in Marketing will be expected to teach courses in Introductory Marketing, Communications, Distribution and/or Industrial Marketing. Applicants in the fields of Personnel and Industrial Relations with teaching proficiency in both areas will be given preference. Salary will be commensurate with qualifications, teaching and practical experience. Appointment date is open; January 1 or July 1, 1982 are preferred. Application date closes when position is filled. Applications should be sent to Dr. A.Z. Szendrovits, Dean, Faculty of Business, McMaster University, Hamilton, Ontario, L8S 4M4.

UNIVERSITY OF ALBERTA. Faculty of Business Administration and Commerce. The Department of Finance and Management Science has an opening (July 1, 1982) for an Assistant or Associate Professor with specialization in at least one of the following areas: Operations Research, Management Science, Statistics and Decision Theory. Applicants should have strong research interest. Responsibilities will include graduate and undergraduate teaching. Applicants should have a Ph.D. or be at completion stages of the degree. For appointment at the Associate Professor rank extensive research and publication record in major journals is required. Canadian citizens and permanent residents will be given preference. Interested individuals are invited to send résumés and names of references by November 1, 1981 to: Professor Seha M. Tinic, Chairman, Department of Finance and Management Science, Faculty of Business Administration and Commerce, University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. The University of Alberta is an equal opportunity employer.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a tenure-track position in the Department of Finance and Management Science beginning September 1, 1982. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach graduate and undergraduate finance courses. The rank of the position is open and the salary is competitive. Preference will be given to citizens and legal residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Studies, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Tel: (902) 429-9780.

SAINT MARY'S UNIVERSITY. Department of Finance and Management Science. Applications are invited for a tenure track position in the Department of Finance and Management Science beginning September 1, 1982. Applicants should have a Ph.D. (or be near completion). The successful candidate will teach undergraduate and graduate courses in one or more of the following areas: (1) quantitative/management science, (2) information systems, and (3) computer science. The rank of the position is open and the salary is competitive. Preference will be given to citizens and legal residents of Canada. Applications should be sent to: Dr. Earl J. Robinson, Chairperson, Department of Finance and Management Science, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3. Tel: (902) 429-9780.

CHEMISTRY

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry and Chemical Engineering. Professional Research Associate. Position available in area of Electron Paremagnetic Resonance Spectroscopy. Expertise in single crystal epr, cryogenic and computer techniques, spin-Hamiltonian analysis, inorganic radiation chemistry, high oxidation states of metal ions. Salary: $16,656/annum. Send resumé to: Professor J.A. Well, Department of Chemistry and Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, S7N OWO.

UNIVERSITY OF ALBERTA. Department of Chemistry. The Physical-Theoretical Division is seeking applications for an experimental physical chemist at the assistant or associate professor level, depending upon experience. The position is open equally to female and male applicants. This is a tenure track position. Starting date July 1, 1982. Deadline for complete formal application November 1, 1981. Preference given to candidates whose interests do not overlap strongly with current members of the division. Canadian citizens and permanent residents of Canada will be given preference. Enquiries and application to H.B. Dunford, Chairman of the Physical-Theoretical Division, Department of Chemistry, University of Alberta, Edmonton, Alberta, Canada, T6G 2G2.

McMASTER UNIVERSITY. Department of Chemistry. Analytical Chemist. Applications are invited for a Research Associate in Analytical Chemistry for a two or three year period. Applicants must have a Ph.D. degree in analytical chemistry with one or two years of postdoctoral experience, in the area of trace and sub-trace level inorganic analysis. Knowledge of preconcentration methods and atomic absorption spectroscopy for application to marine analysis required. Salary: $17,500 first year; $19,250 second year; third year negotiable. Only Canadians or Landed Immigrants to Canada need apply for this position. Applications including curriculum vitae and the names of referees should be sent to: Professor A. Corsini, Department of Chemistry, McMaster University, Hamilton, Ontario, L8S 4M1.

SIMON FRASER UNIVERSITY. Department of Chemistry. Physics. A Biophysics Research Associate is needed as soon as possible to join Dr. R.J. Cushley's research group. Applicants should have the following experience: Ph.D. in Physics; at least five years experience in spin echo pulsed field gradient and deuterium quadrupolar echo nuclear magnetic resonance spectroscopy; equivalent experience in biological membrane and/or hydration of proteins; be familiar with the techniques of differential scanning calorimetry, electron microscopy, sedimentation in the analytical ultra-centrifuge and gel exclusion chromatography. Salary: $15,000 per year. Application with C.V.'s and names of three referees, should be sent to Dr. K. Stuart, Departmental Assistant, Department of Chemistry, Simon Fraser University, Burnaby, B.C. V5A 1S6. Eligibility is restricted to Canadian citizens or landed immigrants.

UNIVERSITY OF VICTORIA. Department of Chemistry. Research Associateship position to carry out research in Environmental Toxicology. The candidate must have a Ph.D. and several years experience in high pressure liquid chromatography, preferably in analysis of pesticides. Salary will be in the $16,500-$20,000 range (depending on experience). Please send applications to Dr. R.H. Mitchell, Acting Chairman, Department of Chemistry, University of Victoria, [illegible] Victoria, British Columbia, V8W 2Y2.

CLASSICAL STUDIES

THE UNIVERSITY OF LETHBRIDGE. Classical Studies. Program in Classical Studies. One position for a two-year term at the rank of Assistant Professor. Ph.D. or near completion. Duties are to teach Greek and Latin languages at elementary level and survey oourses in Greek and Roman history. Salary schedule (1981-82) Assistant Professor — minimum $24,204. Applications including a curriculum vitae, transcripts, and three letters of reference should be sent to: Dean A.F. Cassis, Faculty of Arts and Science. The University of Lethbridge, Lethbridge, Alberta, T1K 3M4. Term appointment beginning 1 January 1982. Closing date: When position is filled.

COMPUTER SCIENCE

UNIVERSITY OF NEW BRUNSWICK IN SAINT JOHN. Computer Science. Division of Mathematics, Engineering and Computer Science. Applications are invited for a tenure-track position at the Assistant/Associate level to begin July 1, 1982. Ph.D. in Computer Science is preferred but may be compensated for by equivalent experience. Duties include teaching undergraduate courses and conducting research. Salary commensurate with rank and qualifications. Applicants should send a curriculum vitae and names of three references to Dr. I.R. Cameron, Dean of Faculty, UNBSJ, P.O. Box 5050, Saint John, N.B., E2L 4L5. Applications close when the position is filled.

McGILL UNIVERSITY. School of Computer Science. The School of Computer Science invites applications for a tenure line Assistant Professor position. The starting date is negotiable. A Ph.D. or equivalent is required. All specializations of computer science are of interest but preference will be given to candidates with established records in database systems, artificial intelligence and operating systems. Responsibilities include research and teaching at the graduate and undergraduate level. Salary negotiable. Current minimum starting salary $26,150. Candidates should write to Professor M.M. Newborn, Director, School of Computer Science, Burnside Hall, 805 Sherbrooke Street West, Montreal, Quebec, H3A 2K6, Canada.

UNIVERSITY OF BRITISH COLUMBIA. Department of Computer Science. Applications ere invited for several full-time tenure track positions at the Assistant, Associate, and Full Professor levels, and for visiting positions at all levels as well. A Ph.D. in Computer Science or a related field is required, but candidates from all areas of specialty will be considered. Duties include undergraduate and graduate teaching, supervision of graduate students and research. Apply to P.C. Gilmore, Head, Department of Computer Science, University of British Columbia, Vancouver, B.C., Canada, V6T 1W5. Applications should include a C.V. and names of three referees. Preference will be given to qualified Canadian citizens and permanent residents.

BROCK UNIVERSITY. Department of Computer Science. Applications are invited for temporary or tenure track positions at the assistant professor rank. The competition will remain open until the positions are filled. A Ph.D., preferably in Computer Science, or equivalent industrial and/or commercial experience is preferred; however an applicant having an M.Sc. and expecting to soon complete a Ph.D. will be considered. Responsibilities will be primarily teaching at the undergraduate level and conducting research. Brock University is a small university in the Niagara Peninsula within easy driving distance of Toronto, Ontario and Buffalo, New York. The Department of Computer Science is a rapidly growing department offering both a B.Sc. and B.Sc. (Hons.) program. Applications, including a curriculum vitae and names of three references, should be submitted as soon as possible to: Chairman, Department of Computer Science and Information Processing, Brock University, St. Catharines, Ontario, L2S 3A1.

CONCORDIA UNIVERSITY. Department of Computer Science. Tenure track and temporary positions are available at all levels. Areas of special interest include: a) data base systems and management, b) computer input and output techniques and applications. Candidates strong in other areas will also be considered. Applicants should have a Ph.D. degree in computer [illegible] or related field. The department is very active in research and it offers undergraduate and graduate programs with an enrolment of 1000 students. Apply giving resumé and names of three references to: Dr. C.Y. Suen, Chairman, Department of Computer Science, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, H3G 1M8, Canada.

ECONOMICS

THE UNIVERSITY OF WESTERN ONTARIO. Department of Economics. Instructor. Work towards Ph.D. desirable, but MA's considered. Excellence in teaching required. This position is open to both men and women. Teaching various undergraduate courses in economics including Principles of Economics. Salary Floor $13,750. Contact Professor David Laidler, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointments effective September 1, 1982. Positions subject to budgetary approval. Closing date for receipt of applications is February 15, 1982. Canadian Immigration regulations require that only Canadians or landed immigrants to Canada need apply for this position.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Economics. Assistant, Associate or Full Professor. At Assistant level, serious consideration will be given to applicants with a Ph.D. (or expected in 1982) who are expected to establish themselves as good teachers and recognized scholars in their field. For the senior ranks, demonstrated achievement as Internationally recognized scholars and good teachers is required. Although fields are not the predominant consideration, appointments may be made in the areas of economic theory, urban economics, regional economics and the economics of natural resources. Outstanding candidates in any area, however, will be seriously considered. These positions are open to both men and women. Duties include undergraduate and graduate teaching, significant research output, and some administrative duties. Fully competitive salary and other conditions. Contact Professor David Laidler, Chairman, Department of Economics, The University of Western Ontario, London, Ontario, Canada, N6A 5C2. Appointments effective July 1, 1982. Positions subject to budgetary approval. Closing date for receipt of applications is November 15, 1981. Canadian Immigration regulations require that only Canadians or Landed Immigrants to Canada need apply for this position.

WILFRID LAURIER UNIVERSITY. Department of Economics. Rank and salary open and commensurate with qualifications. Ph.D. or near Ph.D. preferably with some teaching experience and publications. Duties include research interest and teaching at the undergraduate level. Fields include Urban, International and Money. Positions offered subject to budget approval. Immigration policy states that only Canadians or permanent residents need apply for this position. Applications with curriculum vitae and names of three referees

should be sent to Dr. John Finlay, Chairman, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

CARLETON UNIVERSITY. Department of Economics. A position (subject to budgetary approval) in urban and regional economics, theoretical economics and related fields. All ranks considered. Senior applicants should have a distinguished publication and teaching record, junior applicants Ph.D. and some teaching experience. Applications with c.v. and names and addresses of three references to Professor T.K. Rymes, Chairman, Department of Economics, Carleton University, Ottawa, Ontario, K1S 5B6.

EDUCATION

SIMON FRASER UNIVERSITY. Faculty of Education. The Faculty of Education will require Sessional Instructors during the 1982 Summer Semester (May-August); Intersession (May-June) and Summer Session (July-August). Applications are invited for any of the following areas: Cultural Differences and Education, Children's Literature, Curriculum and Instruction in Language Arts, French Immersion, Measurement and Evaluation in Teaching, Analysis of Teaching, Analysis of Educational Concepts, Curriculum Development, Research for the Classroom Teacher, Early Childhood Education, English as a Second Language, Designs for Learning Courses: Natural Sciences, Social Sciences, Mathematics, Music, French, Reading, Physical Education. Send a curriculum vitae to: Dr. Kieran Egan, Director, Undergraduate Programs, Faculty of Education, Simon Fraser University, Burnaby, B.C. V5A 1S6. Please note: Preference will be given to candidates eligible for employment in Canada at the time of application. Application deadline: Nov. 1, 1981.

EDUCATIONAL ADMINISTRATION

UNIVERSITY OF ALBERTA. Department of Educational Administration. Applicants are invited for the position of Sessional Lecturer in Educational Administration. This position is available effective September 1, 1981 to April 1982, subject to availability of funds and/or volume of enrolment in Educational Administration courses. Applicants should have M.Ed. degree in Educational Administration and a minimum of 5 years teaching experience. This position is open to both males and females. Salary: negotiable. Applications including a current curriculum vitae should be sent to Dr. J.E. Seger, Chairman, Department of Educational Administration, University of Alberta, Edmonton, Alberta, T6G 2G5. Closing date for this competition is November 15, 1981. Canadian citizens and permanent residents will be given preference.

ENGINEERING-CHEMICAL

UNIVERSITY OF SASKATCHEWAN. Department of Chemistry and Chemical Engineering. Applications are invited for tenure-track position in Chemical Engineering at the Assistant Professor rank. Candidates must have a doctoral degree and a commitment to excellence in teaching and research. A background in process control, unit operations or applied mathematics is preferred but applicants in other areas will be considered. Effective date is January 1, 1982. Salary rates under negotiation. Applications, including a curriculum vitae, the names of three referees and a summary of teaching and research interests, should be sent to Professor D.R. Grant, Head, Department of Chemistry and Chemical Engineering, University of Saskatchewan, Saskatoon, Saskatchewan, Canada, S7N 0W0. Telephone (306) 343-2933.

ENGINEERING-CIVIL

UNIVERSITY OF ALBERTA. Department of Civil Engineering. Applications are invited for full-time tenurable faculty positions in the areas of: 1. Transportation Engineering (Geometric Design) combined with Surveying; 2. Environmental Engineering; 3. Construction Engineering. The successful applicant will be expected to work at both undergraduate and graduate levels in his or her area of specialization and to assist at the undergraduate level in other aspects of Civil Engineering. A Ph.D. and engineering experience are desirable. Salary and rank are dependent upon qualifications. Canadian citizens and permanent residents will be given preference. The closing date for applications will be January 1, 1982. Submit applications, including curriculum vitae, transcripts and names of referees to: Dr. Jac P. Verschuren, Chairman, Department of Civil Engineering, The University of Alberta, Edmonton, Alberta, Canada, T6G 2G7. Telephone: (403) 432-5119.

CARLETON UNIVERSITY. Department of Civil Engineering. The Department of Civil Engineering has openings for replacement for sabbatical leaves, for preliminary, term or visiting appointments at the assistant or associate professor level. Duties will include teaching and research at the undergraduate and graduate levels in the areas of geotechnical engineering, and structures/building design. Positions are subject to budgetary approval. Applicants should have a Ph.D. degree or equivalent; preference will be given to those eligible for registration as professional engineers in the Province of Ontario. As required by Employment and Immigration Canada regulations, only Canadians or Landed Immigrants to Canada need apply for these positions. Letters of inquiry and application should be addressed to: The Chairman, Department of Civil Engineering, Carleton University, Ottawa, Ontario, Canada, K1S 5B6.

UNIVERSITY OF NEW BRUNSWICK. Civil Engineering. A faculty position in Transportation Planning and Engineering in the Department of Civil Engineering at the University of New Brunswick is presently open. The position involves participation in the general work of the Department at the undergraduate and graduate level with special emphasis on research and teaching with the Transport Group. Preference will be given to applicants who are holding, or are close to completion of, a Ph.D. degree and who are qualified in Civil Engineering with graduate training in Transportation and/or experience in responsible positions in the Transportation area. Rank and salary according to experience and salary scales in effect. Applicants should be qualified for and prepared to become Registered Professional Engineers in the Province of New Brunswick. Applications giving full, personal, education and experience details, and the names, positions and addresses of three referees should be forwarded to Dr. F.R. Wilson, Dean, Faculty of Engineering, Head Hall, University of New Brunswick, P.O. Box 4400, Fredericton, New Brunswick, Canada, E3B 5A3. Telephone: (506) 453-4570. Applications close November 1, 1981 for appointment on January 1, 1982.

ENGINEERING-COMPUTER

CARLETON UNIVERSITY. Department of Systems and Computer Engineering. The Department of Systems and Computer Engineering has openings for preliminary, term or visiting appointments at the assistant or associate professor level. Duties will include teaching and research at the undergraduate and graduate levels in the areas of computer engineering (programming languages, digital machine architecture, digital systems, micro-processors, computer communications, and associated hardware and software) or systems (discrete time and computer control systems, communications systems, discrete simulation). Positions are subject to budgetary approval. Applicants should have a Ph.D. degree or equivalent; preference will be given to those eligible for registration as professional engineers in the province of Ontario. Applicants should be legally eligible to work in Canada for the period of the appointment. Letters of inquiry and application should be addressed to: The Chairman, Department of Systems and Computer Engineering, Carleton University, Ottawa, Ontario, Canada, K1S 5B6.

UNIVERSITY OF OTTAWA. Computer Engineering. Excellent opportunity. Tenure track faculty position in Computer Engineering. We seek an ambitious individual, preferably computer hardware oriented, to contribute to our dynamic program at the undergraduate and graduate level, and to develop his own research. A Ph.D. degree is required. Industry experience is an asset. Ottawa offers a unique opportunity in Canada for industrial research contacts and consulting. Start as early as possible. Please send resumé and names of references to Dr. Wolfgang J.R. Hoefer, Chairman, Department of Electrical Engineering, University of Ottawa, Ottawa, Canada, K1N 6N5, Tel: (613) 231-2493.

ENGINEERING-ELECTRICAL

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Electrical Engineering. Applications are invited for two tenure-track positions in the area of Control Engineering and Telecommunications/Signal Processing. Minimum qualifications required are Ph.D. or equivalent in the area, with some teaching experience. Rank and salary are negotiable, and will be commensurate with qualifications and experience. Applications, including curriculum vitae, and names of three referees should be addressed to: Dr. O.K. Gashus, Head, Department of Electrical Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4. Tel: 902-429-8300.

CONCORDIA UNIVERSITY. Department of Electrical Engineering. Applications are invited for a tenure-track faculty position at the rank of Assistant or Associate Professor in the Department of Electrical Engineering at Concordia University. The position will involve undergraduate and graduate teaching, supervision of graduate work as well as research in one or more of the following areas: minicomputer and microprocessor architecture, microprocessor applications, design of digital circuits and hardware. Applicants should hold a doctorate in an appropriate area and be familiar with modern technology. Industrial experience will be considered an asset. Applications, which should include curriculum vitae and the names of three referees, should be addressed to Dr. A. Antoniou, Chairman, Department of Electrical Engineering, Concordia University, 1455 de Maisonneuve, Blvd. West, Montreal, Quebec, H3G 1M8, Canada.

McMASTER UNIVERSITY. Department of Electrical and Computer Engineering. A tenurable position at the rank of Assistant Professor is available as of January 1, 1982, or as soon as possible thereafter. Candidates must have a strong interest in independent research in the areas of computers and digital systems and be willing to teach at both the undergraduate and the graduate level including the supervision of graduate students. A Ph.D. in electrical and/or computer engineering is essential, and demonstrated research excellence through referred publication is strongly preferred. Also it should be noted that only Canadian citizens or persons holding landed immigrant status to Canada may be considered for this position. Resumés, including the names and addresses of three referees should be addressed to Dr. D.P. Taylor, Chairman, Department of Electrical and Computer Engineering, McMaster University, Hamilton, Ontario, L8S 4L7.

ENGINEERING-MECHANICAL & AERONAUTICAL

TECHNICAL UNIVERSITY OF NOVA SCOTIA. Department of Mechanical Engineering. The Department of Mechanical Engineering is seeking applicants for faculty positions in Thermodynamics, Heat Transfer and Energy-Related areas. Candidates should have a strong interest in teaching and research in these areas and must have a Ph.D. degree. The position is available beginning September 1, 1981 and will remain open until filled. Rank and salary will be commensurate with qualifications. Send detailed resumé to: Dr. John W. Graham, Acting Head, Department of Mechanical Engineering, Technical University of Nova Scotia, P.O. Box 1000, Halifax, Nova Scotia, B3J 2X4.

CARLETON UNIVERSITY. Mechanical & Aeronautical Engineering. An opening exists for a tenure track appointment at the Assistant/Associate Professor level. In addition, temporary openings exist for a one year term (sabbatical replacements) at the Assistant or Associate Professor levels. The successful applicants will have an interest in either Design, Solid Mechanics, or Materials and Metallurgy, and will be expected to teach at both undergraduate and graduate levels and participate in the research activities of the department. Applications with C.V. and names of three referees should be sent to Dr. J.A. Goldak, Chairman, Department of Mechanical And Aeronautical Engineering, Carleton University, Ottawa, Ontario, Canada, K1S 5B6. As required by Employment and Immigration Canada regulations, only Canadians or Landed Immigrants to Canada need apply for these positions.

ENGINEERING — MINING

LAURENTIAN UNIVERSITY. School of Engineering. Faculty Positions in Mining Engineering. Applications are invited for faculty appointments in the areas of: 1. Rock Mechanics — The successful candidate will be requtred to teach undergraduate courses in rock mechanics and their application in mine design, development and ground control. Development of research programmes in the subject area will be encouraged. 2. Mine Evaluation and Mining Methods — The successful candidate will be required to teach undergraduate courses in mine feasibility and finance; industrial engineering and operations research. Development of research programmes in the subject area will be encouraged. A Ph.D. and relevant prior experience are preferred for both positions, although candidates with a Masters degree will be considered. Appointments will be made at a rank and salary commensurate with qualifications and experience. Bilingualism (English and French) would be an asset. Forward application of enquiries to: Dr. Paul H. Lindon, Director, School of Engineering, Laurentian University, Sudbury, Ontario, P3E 2C6. Phone: (705) 675-1151 ext. 589, 591. This position is open to both men and women. Only Canadians or landed Immigrants to Canada need apply for this position.

ENGLISH

UNIVERSITY OF ALBERTA. Department of English. Applications are invited from suitably qualified women and men for a tenurable position as Assistant Professor, commencing July 1, 1981, or as soon thereafter as can be arranged. Ph.D. preferred; versatility to teach in a variety of areas, but specialist qualifications in both Expository Writing and Composition, and Canadian Literature of particular interest (possibly in combination with Critical Theory or Modern British/American Literature); teaching experience desirable; publication an asset. Rank minima (1980-81): Assistant Professor $21,269; Associate Professor $27,625; Professor $36,370. Send a complete application only, including a letter of application, a curriculum vitae, transcripts of university records, and the names of three referees whom the applicant has asked to write on his/her behalf, to the Chairman, Department of English, University of Alberta, Edmonton, Alberta, Canada, T6G 2E5, as soon as possible. The University is en equal opportunity employer. Because of Canadian immigration requirements, the appointee unless uniquely qualified for the position, is likely to be a Landed Immigrant/Permanent Resident already in Canada, or a Canadian citizen.

DALHOUSIE UNIVERSITY. Department of English. Applications are invited for an appointment, beginning July 1, 1982, in Victorian poetry and criticism. Duties will include graduate teaching and supervision in the area. Rank is open and subject to qualifications and experience. The salary scale for 1981-82 is: Assistant Professor — $20,655. - $30,999; Associate Professor — $25,825 - $40,500; Professor — $30,990 - $51,245. Applications should be made to: Professor Bruce Stovel, Acting Chairman, Department of English, Dalhousie University, Halifax, Nova Scotia, B3H 3J5.

FAMILY STUDIES

UNIVERSITY OF MANITOBA. Department of Family Studies. A full time position is available at the Assistant or Associate Professor level to teach graduate and undergraduate courses and to undertake research in the area of Family Economics, Consumer Studies and/or Home Management. Preference will be given to applicants holding a Ph.D. or equivalent who have demonstrated competence in teaching and research. Salary and rank commensurate with qualifications and experience. This may be a tenure stream position. The university encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents and those eligible for employment in Canada at the time of application. Enquiries and applications, including a complete curriculum vitae and the names of three referees should be sent to Professor Ruth Berry, Chairman of the Selection Committee, Department of

Family Studies, Faculty of Human Ecology, University of Manitoba, Winnipeg, Canada, R3T 2N2. The position is available immediately and will remain open until filled.

FINANCE

THE UNIVERSITY OF ALBERTA. Faculty of Business Administration and Commerce. The Department of Finance and Management Science has full-time faculty positions in Finance beginning July 1, 1982. Responsibilities include graduate and undergraduate teaching and research in financial theory. Applicants should have a Ph.D. in Finance or be at completion stage of the degree. Salary and benefits are highly competitive. Applicants are invited to send résumés and names of references by November 1, 1981 to Professor Seha M. Tinic, Chairman, Department of Finance and Management Science, Faculty of Business Administration and Commerce, The University of Alberta, Edmonton, Alberta, T6G 2G1, Canada. Canadian citizens and permanent residents will be given preference. The University of Alberta is an equal opportunity employer.

GEOGRAPHY

SIMON FRASER UNIVERSITY. Department of Geography. Applications are invited for a tenure-track appointment at the Assistant Professor rank for September, 1982. Applicants from any specialization within physical geography will be considered but it is necessary that the appointee teach introductory physical geography and desirable that he or she be able to address questions on the history and philosophy of physical geography as a science. The successful candidate will also be expected to teach undergraduate courses in his or her specialty, to contribute to the graduate program, and to develop a strong program of research. It is also desirable that the appointee have a Ph.D. degree and several years of research experience in Canada. Preference will be given to candidates who are eligible for employment in Canada at the time of application. Applicants should send a complete curriculum vitae, transcripts, samples of relevant publications, and the names of three referees to: Dr. E.J. Hickin, Chairman, Department of Geography, Simon Fraser University, Burnaby, B.C., Canada, V5A 1S6. Telephone: (604) 291-3718. Closing date for applications is December 31, 1981.

GEOLOGY

UNIVERSITY OF SASKATCHEWAN. Department of Geological Science. The Department has a vacant tenurable position for an engineering geologist/geophysicist to teach undergraduate and graduate courses and to conduct research in engineering geology. A background in structural geology may be appropriate. Well-equipped facilities are available for research in rock mechanics, fluid flow through porous media, acoustic and electrical properties of rocks, and permafrost. Good opportunities exist for joint research with locally based industry. Rank and salary commensurate with qualifications and experience. Send applications, detailed personal résumé including the names of at least three referees, and other supporting data to Dr. W.G.E. Caldwell, Head, Department of Geological Science, University of Saskatchewan, Saskatoon, Saskatchewan, S7N 0W0. Please note: until November 15, 1981 consideration will be given only to applicants who are Canadians or landed immigrants, after that date all applications will be considered.

UNIVERSITY OF REGINA. Department of Geology. Assistant professor, 6 month term from January 1, 1982, with possibility of 12 month renewal. Ph.D. in sedimentology or economic geology preferred. Salary range (at present under negotiation) $20,148 to $29,655 on annual basis. Preference will be given to candidates eligible for employment in Canada at time of application. Curriculum vitae, telephone number, and names of three referees to Dr. W.A. Gordon, Head, Department of Geology, University of Regina, Regina, Saskatchewan, S4S 0A2.

HISTORY

UNIVERSITY OF VICTORIA. Department of History. A permanent appointment in the history of science and/or technology. Preference will be given to specialists in the interrelationships of science and society. This appointment will be at the associate or full professor rank. Candidates must have a good publication and teaching record and be interested in interacting with colleagues in related disciplines. Rank and salary will be commensurate with the applicant's qualifications and experience. Competition will be closed on February 1, 1982. Letters of application, including a curriculum vitae, should be sent to Dr. W.T. Wooley, Chairman, Department of History, University of Victoria, Victoria, B.C. V8W 2Y2.

THE FREE UNIVERSITY BERLIN. WEST BERLIN. The John F. Kennedy Institute for North American Studies. Guest Professor in Canadian History. Summer Semester 1982 (early or mid April - mid July 1982). As part of a Canadian Studies Programme (jointly supported by the Government of Canada and the Free University Berlin) the Institute offers a guest professorship in Canadian History for the time indicated above. The programme is to be started with a senior Canadian historian well established in his field. He/She will be expected to teach Canadian History to undergraduate and graduate students in the fields of Canadian/American Studies and history (teaching load: 3 or 4 classes per week, 14 weeks per semester). Working language: English and/or German (the Free University has a separate Romance language department). Salary: $15,000. Can. - per semester. The FUB will attempt to provide a furnished apartment (between DM 280. - and DM 900. - per month). Travel support should be sought from other sources. The John F. Kennedy Institute for North American Studies is an interdisciplinary Institute, devoted to teaching and research that is related to North America, i.e. Canada and the United States. It has an excellent library and a staff of about 20 senior and junior scholars working in 8 different disciplines. Note: Scholars from other disciplines (political science, geography or economics, literature) will be invited for subsequent years (one semester per year). Applications and enquiries should be addressed to the Chairman, John F. Kennedy Institute for North American Studies, Lansstr. 5-9, 1000 Berlin 33, West Germany.

JEWISH STUDIES

YORK UNIVERSITY. Faculty of Arts. Two appointments in Jewish Studies. Preferred fields of expertise: 1) Bible, with secondary concentration in Hellenistic Judaism; 2) Talmud and Rabbinics, with secondary concentration in Hellenistic Judaism and/or Bible. Candidates should be able to participate in interdisciplinary studies and in a co-registered Arts/Education programme for the training of teachers of Judaica. An ability to teach modern Hebrew language is desirable. The availability of these positions is subject to budget approval. Rank and salary: Assistant Professor preferred, commensurate with experience and qualifications. Applications including curriculum vitae and the names of three referees to Professor Arthur Haberman, 237 Founders College, York University, Toronto, Ontario, M3J 1P3.

LAW

UNIVERSITY OF OTTAWA. Faculty of Law. Common Law Section. Applications are invited for full-time positions in the Common Law Section from July 1, 1982 subject to budget approval by the University. No particular area of law is preferred and salary and rank will be commensurate with qualifications and experience. Application should be addressed to Dean A.W.R. Carrothers, Faculty of Law, Common Law Section, University of Ottawa, Ottawa, Ontario, K1N 6N5.

THE UNIVERSITY OF WESTERN ONTARIO. Faculty of Law. Applications are invited for assistant, associate and full professor positions in the Faculty of Law for appointments to commence July 1, 1982. Applications should be addressed to Professor Philip Slayton, Dean, Faculty of Law, The University of Western Ontario, London, Ontario, N6A 3K7, and should contain a detailed curriculum vitae together with the names of three referees. All openings subject to availability of funds. Canadian immigration regulations require that only Canadians or landed immigrants to Canada need apply for these positions.

UNIVERSITY OF MANITOBA. Faculty of Law. The Faculty of Law, University of Manitoba, invites applications for appointment as instructor, assistant, associate or full professor, subject to approval by the University. Appointment is to be made either for July 1, 1982 or July 1, 1983. Requirements include graduate work, practice or equivalent experience beyond the first degree in law, with a commitment to teaching (didactic and/or clinical), research and scholarship in basic public and common law subjects. Particular subject areas of interest include Taxation, Clinical Law (Advocacy and/or Solicitors), Family Law, Commercial Law, Property and Insurance. Applications, accompanied by a detailed curriculum vitae and the names of three references should be addressed to Dean Jack R. London, Faculty of Law, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The University encourages applications from women and men, and especially from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of application.

LAW REFORM COMMISSION OF BRITISH COLUMBIA. PROVINCE OF BRITISH COLUMBIA. Legal Research Officer. Applications are invited for the position of Legal Research Officer to the Law Reform Commission of British Columbia. This position presents an important opportunity for a lawyer to play a part in law reform in British Columbia. Applicants should be capable of independent legal research and writing of a high order. Post-graduate work on law and membership in the British Columbia Bar are desirable qualifications. The Legal Research Officer will be expected to assume responsibility for the development and direction of a part of the Commission's programme, and to prepare working papers and reports. Letters of application should be accompanied by a curriculum vitae, including the names of at least two referees, and should be sent to: The Chairman, Law Reform Commission of British Columbia, 1080 - 1055 West Hastings Street, Vancouver, B.C. V6E 2E9.

UNIVERSITY OF BRITISH COLUMBIA. Faculty of Law. Applications are invited for positions at all ranks, subject to budget approval by the University. Applicants should have a graduate law degree or teaching, practice of other comparable legal experience beyond a first degree in law. Applications are not restricted to any particular area of law but there is some preference for commercial law and company law. Salary commensurate with qualifications and experience. Closing date for receipt of applications for the academic year commencing 1 July, 1982 is December 31, 1981. Inquiries to Dean K. Lysyk, Faculty of Law, University of British Columbia, 1822 East Mall, Vancouver, B.C. V6T 1Y1.

LIBRARY

THE UNIVERSITY OF MANITOBA. LIBRARIES. Position Open. Reference Librarian, Engineering Library. (search extended). The Engineering Library is one of thirteen public service units in the University of Manitoba Libraries, and serves primarily the staff and about 1,500 students of the Faculty of Engineering. The Library collection totals approximately 40,000 volumes. Library staff annually answer over 2,000 enquiries, perform about 300 computer searches, and conduct orientation courses for approximately 1,000 participants. The incumbent is accountable to the Head, Engineering Library, for duties involving reference and information services, orientation, collection development and maintenance, and other related duties. Hours of service may include evenings and weekends. Qualifications: A degree from an accredited library school, plus an undergraduate degree in engineering, science, or related fields. Personal qualifications of technical knowledge, initiative, tact, judgment, and resourcefulness in the management of a reference collection and in the comprehension of library users problems. Experience in academic library public services, familiarity with technical literature and/or automated data bases is a definite asset. Evidence of professional development and involvement in professional activities. The University encourages applications from women and men and especially from Canadian citizens, permanent residents and others eligible for employment in Canada. Salary: Minimum starting salary $16,842 per annum. General Librarian or Assistant Librarian rank. Curriculum vitae together with the names of three references and salary requirements should be submitted by November 1, 1981 to: Mr. Kenneth Roy Bonin, Assistant Director for Administrative Services, University of Manitoba Libraries, Winnipeg, Manitoba, R3T 2N2.

MARKETING

SAINT MARY'S UNIVERSITY. Department of Marketing. Assistant or Associate Professor to begin September 1982. Ph.D. or D.B.A. (or near completion) in Marketing preferred. Successful candidate will be required to teach three half-courses (9 hours) each semester. This is a new position in a growing department. Classes are small. Research is expected and encouraged. Preferred teaching areas are Marketing Strategy and/or Channels and/or Transportation, but highly qualified candidates in other areas will be considered. Salary is competitive. Saint Mary's is a publicly-funded university with an enrolment of approximately 4,000, of which over 1,400 are commerce undergraduates and more than 120 MBA's. The University is located in a beautiful section of Halifax, with abundant sports facilities nearby. First consideration will be given to applicants, who at the time of application are legally eligible to work in Canada. Send applications to: Dr. Nathan D. Kling, Chairman, Department of Marketing, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

MATHEMATICAL SCIENCES

UNIVERSITY OF LETHBRIDGE. Department of Mathematical Sciences. Computing Science. One position with rank and salary commensurate with qualifications and experience. Ph.D. or near completion. Applicant must have a commitment to teaching at the undergraduate level and to research, and will be expected to play a major role in the development of the computing science programme. Base salaries: Assistant Professor — $24,204; Associate professor — $30,993; Full professor — $40,201. Applications including a curriculum vitae, transcripts and three letters of reference should be sent to: The Chairman, Department of Mathematical Sciences, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Tenure track position. Probationary appointment beginning 1 July, 1982. Closing date: when position is filled.

MEDICINE

UNIVERSITY OF ALBERTA. Faculty of Medicine. Division of Endocrinology and Metabolism. Endocrinologist. Canadien fellowship eligible Internal Medicine research interests in lipid or carbohydrate disorders. Full-time position with teaching and practice components. Contact: Dr. Peter M. Crockford, Director, Division of Endocrinology and Metabolism, Faculty of Medicine, University of Alberta, Edmonton, Alberta, Canada, T6G 2G3.

UNIVERSITY OF SASKATCHEWAN. Department of Geriatric Medicine. Applications are invited from physicians with higher qualifications in internal medicine and training in Geriatric Medicine, for a position as Assistant Professor in Geriatric Medicine. Internists or trainees in internal medicine interested in obtaining training in Geriatric Medicine with a view to a faculty position are also invited to contact Dr. Duncan Robertson, Head, Geriatric Medicine, Box 85, University Hospital, Saskatoon, Saskatchewan, S7N 0X0.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department. Behavioural Science. University Title. Visiting Assistant Professor. Nature of Duties: To teach at least one course in social science theory as applied to health (with emphasis on issues in health education/promotion); to contribute to other teaching in interdisciplinary community health graduate program with students from various educational and professional backgrounds, (eg. nutrition, economics, administration, social science, epidemiology, etc.); to contribute to scholarly and research activities with interdisciplinary faculty; to participate in program development and administration in the area of health promotion. Salary: commensurate with qualifications and experience. Person to Whom Enquiries Should be Sent: Professor Rhonda Love, Health Promotion Program Director, Department of Behavioural Science, McMurrich Building, 1st Floor, University of Toronto, Toronto, Ontario, M4S 1A8. Effective Date of Appointment: As soon as possible. Type of Appointment:

Contractually Limited Term Appointment to September 30, 1982. Closing date for Receipt of Applications: October 30, 1981.

ONTARIO CANCER FOUNDATION. Toronto-Bayview Clinic. Sunnybrook Medical Centre. Medical Physicist. The Toronto-Bayview Clinic is a new cancer treatment centre associated with Sunnybrook Hospital and the University of Toronto. Construction of the outpatient and radiation therapy facilities will be completed by October 1981. The Clinic will treat 2500 new patients a year and will have a major research orientation. Radiotherapy equipment will include a Cobalt unit, one 6 MeV and two 25 MeV linear accelerators, simulator, and treatment planning computer. Support facilities will include a machine shop, electronics shop, and laboratory space for clinical physics and research. There are three positions immediately open for Clinical Physicists with appropriate training or experience in medical physics and radiation therapy treatment planning. Applications are encouraged from Ph.D., M.Sc. and B.Sc. medical physicists with suitable qualifications. In addition to clinical responsibilities, physicists may be involved in teaching and in research. Interested individuals are encouraged to respond promptly, and to send a curriculum vitae and the names of three referees to: Dr. H.B. Michaels, Head, Division of Clinical Physics, Ontario Cancer Foundation, Toronto-Bayview Clinic, 2075 Bayview Avenue, Toronto, Ontario, M4N 3M5.

QUEEN'S UNIVERSITY. Department of Medicine. Wanted: Physician having completed residency training requirements for FRCP, to fill a two-year appointment commencing 1 July, 1982, in charge of Queen's University Medical Intern Training Program at Moose Factory General Hospital. Apply with curriculum vitae and names and addresses of three referees to: Dr. D.L. Wilson, Professor and Head, Department of Medicine, Queen's University, Kingston, Ontario, Canada, K7L 3N6. Only Canadians or Landed Immigrants need apply for this position.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department: Radiology. University Title: Research Associate — 2 positions vacant. Qualifications Required: M.Sc. and/or Ph.D. in physics, engineering or medical biophysics. Experience in medical physics or radiation measurement desirable. Should be a good experimentalist. Nature of Duties: Carries out, and instructs staff in, quality and dose control procedures in hospital x-ray departments. Develops new and improved methods of quality and dose control for radiological equipment and its use. Takes part in research and teaching activities. Salary: commensurate with qualifications and experience. Person to Whom Enquiries Should be Sent: A.F. Holloway, Radiological Research Laboratories, Medical Sciences Building, Room 5267, University of Toronto, Toronto, Ontario, M5S 1A8. Effective Date of Appointment: As soon as possible. Type of Appointment: Clinical Appointment — Annual. Closing Date for Receipt of Applications: October 30, 1981.

UNIVERSITY OF BRITISH COLUMBIA. Department of Medicine. Applications are being received for assistant professors in the field of Endocrinology and Metabolism, Immunology, Neurology and other specialists in internal medicine. Applicants should be experienced, clinically qualified specialists with e major interest in research. Positions open at University of British Columbia teaching hospitals. Personal arrangements to be negotiated. Applicants should include a letter of previous experience, and updated C.V. and (3) three suggested names of references. Send to: Dr. John H. Dirks, Professor and Head, Department of Medicine, University of British Columbia, at Vancouver General Hospital, 700 W. 10th Avenue, Vancouver, B.C. V5Z 1M9, Canada.

UNIVERSITY OF TORONTO. Faculty of Medicine. University Department. Pharmacology; Hospital Department: (Optional appointment) Toronto Western Hospital, Department of Medicine; University Title: Assistant Professor; Hospital Title: (Optional) Head, Division of Clinical Pharmacology. Qualifications Required: a. Must be active researcher in field of cardiovascular pharmacology, perticularly in the area of mechanisms of pharmacodynamic actions of cardiovascular drugs. b. Ph.D. and/or M.D. needed for University appointment. For the optionel hospitel appointment, M.D., F.R.C.P.(C) essentiel. Neture of Duties: a. Cardiovasculer reseerch. b. Teeching to medical students and graduete students. c. (Optional): Supervision of Clinical Pharmacology Unit; clinical duties. Salary: Commensurate with qualifications and experience. Person to whom Enquiries Should be sent: Dr. Philip Seeman, Chairman, Department of Pharmacology, Faculty of Medicine, University of Toronto, Toronto, Ontario, Canada, M5S 1A8. (416) 978-4891. Enquiries on Clinical Duties: Dr. A. Rapoport, Chief, Department of Medicine, Toronto Western Hospital, 399 Bathurst Street, Toronto, Ontario, Canada, M5T 2S8. (416) 369-5169. Effective Date of Appointment: As soon as possible. Type of Appointment: annual. Closing Date for Receipt of Applications: October 31, 1981.

MUSIC

UNIVERSITY OF LETHBRIDGE. Department of Music. One position as Assistant Professor of Strings (violin/viola). Duties to include studio instruction in upper strings, undergraduate courses in music literature/theory, performance as a solo and chamber recitalist. Master's Degree (minimum). Significant experience as a teacher in strings in an undergraduate university context. Active performance profile. Broad knowledge of string literature and styles. Performance and teaching experience on early string instruments an asset. Expertise in an area of music history and/or theory. Salary Schedule (1981-82): Minimum Assistant Professor — $24,204. Applications including a curriculum vitae, transcripts, and three letters of reference should be sent to: Dr. John Jackson, Chairman, Department of Music, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Tenure track position, probationary appointment to begin July 1, 1982, subject to funding. Closing Date: when filled.

McGILL UNIVERSITY. Faculty of Music. Department of School Music. Assistant Professor. Ph.D. or equivalent; experience in orchestral school music teaching; scholarly publications. Graduate research supervision; teaching graduate school music courses; undergraduate orchestral conducting and instrumental techniques courses. 1981-82 rank minimum — $26,170. Send curriculum vitae, three letters of reference and article reprints to: Dr. Estelle R. Jorgensen, Chairman, Department of School Music, Faculty of Music, McGill University, 555 Sherbrooke Street West, Montreal, Quebec, H3A 1E3. Appointment effective September 1, 1982. Closing date: when position is filled.

THE UNIVERSITY OF LETHBRIDGE. Department of Music. One position at the Assistant Professor level in Voice. Duties to include studio voice instruction, madrigal singers, possibly choir or opera workshop. Ancillary teaching in music literature. Performance as solo and chamber recitalist. Master's degree. Doctoral studies an advantage. Significant experience as a teacher of voice in an undergraduate university context. Active performance profile. Broad knowledge of vocal literature and styles. Salary schedule (1981-82) Assistant Professor — minimum $24,204. Applications including a curriculum vitae, transcripts, and three letters of reference should be sent to: Dr. John Jackson, Chairman, Department of Music, The University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Tenure track position. Probationary appointment for one yeer beginning 1 July 1982. Closing date: When position is filled.

PHARMACOLOGY

UNIVERSITY OF ALBERTA. Department of Pharmacology. Faculty and Research Positions. The University of Alberta, Department of Pharmacology, is seeking applications for e tenure-track faculty position at the level of essistant professor. Applicants should have a Ph.D. in pharmacology or a related discipline, proven research abilities and be enthusiastic and competent lecturers. Closing date October 31, 1981. In addition the Alberta Heritage Foundation for Medical Research is offering 5-year scholarships (which may be renewed for a further five years) to those with excellent and well documented research skills. These positions have an academic rank (usuelly assistant professor) and salary similar to that ot a regular faculty position, end are designed to provide support for young and very promising investigators. The Department of Pharmacology is seeking applicants for such awards. In the first instence epplications should be mede to the Department. If approval is given for the applicant to proceed, the appropriate forms will be submitted to the Heritage Foundation for consideration by their Scientific Advisory Committee. The closing dates for competitions are September 1, 1981 and April 1, 1982. Canadian citizens and permanent residents of Canada will be given preference for these positions. With this exception, the University of Alberta is an equal-opportunity employer. Those interested should apply in writing enclosing a curriculum vitae, the names of at least three referees, and any other relevant information to Dr. David Cook, Department of Pharmacology, University of Alberta, Edmonton, Alberta, Canada, T6G 2H7. Telephone: (403) 432-3575.

PHILOSOPHY

UNIVERSITE LAVAL. Faculté de philosophie. Professeur de philosophie. Description du poste: Le poste de professeur régulier à pourvoir se situe principalement, mais non exclusivement, dans le champ d'études de la philosophie allemande. La tâche d'un professeur régulier se répartit comme suit: enseignement aux trois cycles (éventuellement); encadrement des étudiants; participation aux travaux de recherche dans sa spécialité; participation à l'administration de l'unité. Qualifications requises: Posséder un doctorat en philosophie ou l'équivalent. (Les candidatures des personnes sur le point d'obtenir leur doctorat sont recevables.) Maîtriser les langues allemande et française. (La connaissance du grec et du latin sera considérée comme un élément favorable). Posséder une connaissance suffisante des grands auteurs classiques, particulièrement grecs. Manifester des aptitudes particulières pour le recherche. Traitement: Selon les normes de la Convention collective. Date d'entrée en fonction: 1er janvier 1982 ou le plus tôt possible après cette date. Les candidat(e)s intéressé(e)s sont prié(e)s de faire parvenir leur curriculum vitae à l'adresse suivante, avant le 30 octobre 1981, à 17 heures: Robert Plante, doyen, Faculté de philosophie, Tour des Arts, Université Laval, Québec, Québec, G1K 7P4.

PHYSICS

SIMON FRASER UNIVERSITY. Department of Physics. Applications are invited for a tenure-track position in Theoretical Physics at Simon Fraser University beginning September 1, 1982. Initial appointment will be at the Assistant Professor or, in exceptional cases, at the Associate Professor level. Applications will be accepted from individuals in any field of Physics. The Physics Department presently has members who are active in condensed matter theory, nonlinear problems, nuclear theory and elementary particle theory. Applications, including a curriculum vitae and the names of three referees, should be forwarded before December 1, 1981 to Dr. J.C. Irwin, Chairman, Department of Physics, Simon Fraser University, Burnaby, B.C. V5A 1S6. Tel: (604) 291-3154/3160.

PSYCHIATRY

QUEEN'S UNIVERSITY. Department of Psychiatry. Beechgrove Regional Children's Centre, Kingston, Ont. A geographic full-time position is available for an academic at the level of Assistant or Associate Professor, depending upon qualifications. A fellowship of the Royal College of Physicians (Canada) specializing in psychiatry is necessary. The position involves participation in the teaching programs of the Department, particularly in the Division of Child Psychiatry. The appointment will also be at the level of Senior Child Psychiatrist, in charge of Children's Services in the Beechgrove Regional Children's Centre. Training and clinical experience in child psychiatry are necessary, as well as research interest particularly in the area of child psychotherapy and general behavioural change. Please forward applications together with curriculum vitae and the names of three referees to: Dr. John J. Weldron, Professor and Head, Department of Psychiatry, Queen's University, Kingston, Ontario K7L 3N6.

THE UNIVERSITY OF BRITISH COLUMBIA. Department of Psychiatry. Assistant Professorships. The Department of Psychiatry, University of British Columbia, has a position for an academic psychiatrist in the rank of assistent professor at the Health Science Centre Hospital. The position includes work as the clinical supervisor of adult inpatients, and perhaps later outpatients; participation in undergraduate and post-graduate teaching; and the expectation that the appointee will engage in clinical research. The Psychiatric Unit, Health Sciences Centre Hospital, includes the distinguished Division of Neurological Sciences. Excellent facilities for research exist within the Department and with other departments of the Medical School. Applicants should have appropriate experience in the practice and teaching of clinical psychiatry, and a demonstrable training and aptitude for clinical research. They should be eligible for medical licensure in British Columbia. Salary will be according to experience and credentials. Other similar assistant professorships in adult or child psychiatry at one or other of the four teaching units comprising the Department of Psychiatry will be established, as funding permits, for candidates of sufficient promise and qualifications. Appointments are subject to the availability of funds and the agreement of the President and the Board of Governors. Applications (with curriculum vitae) and enquiries should be addressed to: Neil Yorkston, F.R.C. Psych., Professor and Head, Department of Psychiatry, The University of British Columbia, 2255 Wesbrook Mall, Vancouver, B.C. V6T 2A1. Telephone: (604) 228-7310.

PSYCHOLOGY

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Department of Applied Psychology. The Department is seeking applications for a position at the Associate or Full Professor level in a graduate program of School Psychology. Responsibilities include teaching graduate courses to School Psychology students, supervision of clinical practica and internships, supervision of M.A. and doctoral thesis research and maintenance of a personal research program. The preferred candidate should have substantial supervised clinical experience in a school and/or mental health setting. An established record of research productivity as documented by scholarly publications will be necessary in order to secure a graduate faculty appointment. The Department of Applied Psychology also includes divisions of Counselling and Educational Psychology. Faculty interests cover a broad spectrum of applied and basic clinical and research interests. Authorization has been given, subject to the availability of funds, for a tenure-track appointment to be made if appropriate and if the successful applicant is approved for such an appointment. The successful applicant will be expected to provide evidence of a high level of scholarship, recognized expertise and an ability to make a substantial and sustained academic contribution to the field. Applications with curriculum vitae and names of at least three referees should be sent to: Dr. Michael Fullan, Assistant Director (Academic), Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Only Canadians or landed immigrants need apply for this position. The deadline for applications is December 1, 1981.

UNIVERSITY OF TORONTO. Department of Psychology. The Department seeks candidates for a position of Research Associate to work on a project concerning brain damage and amnesia. Applications are sought from holders of a recent Ph.D. who have independent research experience in cognitive psychology, human memory, and memory pathology. Appointment will be made effective January 1, 1982, tor a period of four years; starting salary is $20,500 per annum. Please send applications before October 31, 1981, together with a complete curriculum vitae and names of three referees to Professor E. Tulving, Department of Psychology, University of Toronto, Toronto, Ontario, M5S 1A1. Telephone (416) 978-3405.

UNIVERSITY OF TORONTO. Department of Psychology. The Department seeks candidates for a position of Research Associate to work on a project concerning brain damage and amnesia. Applications are sought from holders of a recent Ph.D. with research and practical experience in clinical neuropsychology, neuropsychological assessment, and rehabilitation of neurologically impaired patients. Appointment will be made effective January 1, 1982, for a period of four years; starting salary is $20,500 per annum. Please send applications before October 31, 1981, together with a complete curriculum vitae and names of three referees to Professor E.

Tulving, Department of Psychology, University of Toronto, Toronto, Ontario, M5S 1A1. Telephone: (416) 978-3405.

McMASTER UNIVERSITY. Department of Psychology. The Department of Psychology invites applications for a tenure track position at the Assistant Professor level beginning July 1 or September 1, 1982. Salary dependent on qualifications; minimum for Assistant Professor is $21,110. In 1981-82. Applications in Social/Developmental, Neuropsychology, and Quantitative Psychology will be considered. Applicants should show evidence of significant creative accomplishments and be prepared to initiate an independent research programme. Teaching experience will be an asset. Only Canadian citizens or Landed Immigrants to Canada need apply for this position. Send vitae, reference letters and reprints to: Search Committee, Department of Psychology, McMaster University, Hamilton, Ontario, L8S 4K1.

THE UNIVERSITY OF WESTERN ONTARIO. Department of Psychology. Subject to budgetary approval, three positions at the Assistant Professor rank, some tenure track. Demonstrated research capability required in one of the following areas: 1. Applied Psychology, preferably clinical or counselling (ability to teach marital and family therapy and/or group counselling desirable but not essential); 2. Measurement and Statistics, strength in theoretical and applied interests; 3. Social and Personality. Positions are effective July 1, 1982. Send vitae, representative publications, and at least three letters of recommendation to: Dr. W.J. McClelland, Chairman, Department of Psychology, University of Western Ontario, London, Ontario, Canada, N6A 5C2. Canadian Immigration regulations require that only Canadians or landed immigrants to Canada need apply for these positions.

UNIVERSITY OF MANITOBA. Department of Psychology Applications are invited for a probationary (tenure system) appointment at the assistant or possibly associate professor level in the area of quantitative methods. Candidates should be qualified to teach graduate courses in multivariate and univariate statistical techniques, supervise graduate students in the quantitative area and provide consultative service to staff and students. While preference will be given to applicants with research interests directly in multivariate quantitative methods, applications from candidates with strong secondary interests in this area will also be considered. The University encourages both women and men to apply for this position and especially invites applications from Canadian citizens, permanent residents, and others eligible for employment in Canada at the time of application. Interested candidates should send their curriculum vitae to Dr. J.S. McIntyre, Head, Department of Psychology, University of Manitoba, Winnipeg, Manitoba, R3T 2N2. The appointment begins July 1, 1982. Application deadline is December 1, 1981.

READING

THE ONTARIO INSTITUTE FOR STUDIES IN EDUCATION. Curriculum Department. Reading. An appointment is to be made in Reading in the Curriculum Department of the Ontario Institute for Studies in Education at the level of Associate or Full Professor. Applicants should have a doctorate and be a specialist with several years of experience in reading theory, research in the reading process and reading instruction. They should be able to teach graduate courses at the master's and doctoral level and be admissible to the University of Toronto School of Graduate Studies. In addition, they must be capable of advising both students oriented toward research careers and those oriented toward professional practice. They should also be able to guide and undertake research in their field of expertise and be willing and able to undertake field work with practitioners. Authorization has been given, subject to the availability of funds, for a tenure-track appointment to be made if appropriate and if the successful applicant is approved for such an appointment. The successful applicant will be expected to provide evidence of a high level of scholarship, recognized expertise and an ability to make a substantial and sustained academic contribution to the field. Applications with curriculum vitae and names of at least three referees should be sent to: Dr. Michael Fullan, Assistant Director (Academic), The Ontario Institute for Studies in Education, 252 Bloor Street West, Toronto, Ontario, M5S 1V6. Only Canadians or landed immigrants need apply for this position. The deadline for applications is December 1, 1981.

RESEARCH ASSOCIATES

UNIVERSITY OF ALBERTA. Research Associate. Immunologist/Biochemist. Ph.D. individual with background in peptide receptors and protein chemistry. University research laboratory. Successful candidate to be considered for Alberta Heritage Medical Research Foundation support. Send CV and references to Dr. P.M. Crockford, 7-117 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2G3.

UNIVERSITY OF ALBERTA. Research Associate. Biochemist/Cell Biologist. Ph.D. individual with background in Reproductive Endocrinology/Infertility. University research laboratory. Successful candidate to be considered for Alberta Heritage Medical Research Foundation support. Send CV and references to Dr. P.M. Crockford, 7-117 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, Canada, T6G 2G3.

SOIL SCIENCE

UNIVERSITY OF ALBERTA. Department of Soil Science. Faculty of Agriculture and Forestry. Visiting Professor (Term) Position available. Period: December 1, 1981 or January 1, 1982 to approximately September 30, 1982; negotiable. Duties: i) to prepare and teach a single term (13 weeks) lecture/semester course in Soil Management and Conservation, ii) to conduct soil management related research in cooperation with staff of the Department of Soil Science. The course commences in January 1982 and some of the lecture materials are available, some modification of existing material will be needed, and some new materials will be required, because this course combines elements of two former courses with new materials into a new course. Research opportunities are varied but your research interests should involve soil-plant relations. Qualifications: Ph.D. degree. Preference will be given to persons with research and/or teaching experience. Applicants with M.Sc. degree, experience and a demonstrated ability to teach would be considered. Salary: Commensurate with experience. Contact: Please send résumé, date available and expected salary to: W.B. McGill, Chairman, Department of Soil Science, University of Alberta, Edmonton, Alberta, T6G 2E3.

STATISTICS

UNIVERSITY OF GUELPH. Department of Mathematics and Statistics. Applications are invited for a tenure-track position at the assistant professor level in the area of Statistics, effective September 1, 1982. Duties will include teaching undergraduate and graduate level courses, research and/or consulting. Only Canadians or Landed Immigrants to Canada need apply for this position which is subject to final budgetary approval. Send curriculum vitae including names of three referees to W.R. Smith, Chairman, Department of Mathematics and Statistics, University of Guelph, Guelph, Ontario, N1G 2W1.

ZOOLOGY

UNIVERSITY OF GUELPH. Department of Zoology. The Department of Zoology offers a faculty position at the assistant or associate professor rank for a wildlife biologist. The successful applicant will be expected to teach undergraduate courses including wildlife management and biology. Candidates must have at least 2 years post-doctoral experience and will be expected to develop a research and graduate program. Position to be filled by April 1, 1982 subject to final budgetary approval. Application, including a curriculum vitae with the names of three referees should be sent to: The Chairman, Department of Zoology, College of Biological Sciences, University of Guelph, Guelph, Ontario, N1G 2W1. Only Canadian or Landed immigrants to Canada need apply for this position.

MISCELLANEOUS TEACHING POSITIONS

UNIVERSITY OF RIYADH. Miscellaneous Disciplines for Teaching Staff. A new Faculty of Medicine, under the auspices of the University of Riyadh, is being established in the high mountainous South West region of Saudi Arabia. The first intake of students is planned for September of 1982 and teaching staff are now being sought for the following disciplines: English, Biology, Chemistry, Physics/Mathematics, Behavioural Sciences, Family and Community Medicine, A Computer Manager, Health Planner, Epidemiologist and Librarian. An exciting and challenging opportunity is offered in an attractive environment with an equable climate. Responsibilities will include participating in the commissioning of the school and teaching in the Bachelor Degree programmes. The language of instruction is English. The salaries are highly competitive. Benefits include — free furnished accommodation or an accommodation allowance, local transport allowance, educational assistance for up to four children, a paid 60 day holiday, round trip to place of origin once a year to include family and an end-of-service bonus. Applications will be held in strictest confidence and all will be acknowledged. Interviews will be held in Canada, the U.S.A. and the U.K. towards the end of 1981. Please send three copies of a complete curriculum vitae with names, addresses and telephone numbers of three referees to: Dr. Zohair A. Sebai, Dean, Abha Faculty of Medicine and Health Sciences, c/o Saudi Arabian Educational Mission, 99 Bank Street, Suite 1144, Ottawa, Ontario, Canada, K1P 6B9.

LATE ADS

UNIVERSITY OF WATERLOO. Systems Design Engineering. Applications are being accepted for the position of Assistant Professor. Tenure-track position, initial appointment for three years. Candidates should have a technical background and research interests in one or more of the following areas: pattern recognition, information systems, image processing, machine intelligence, signal processing, optimization, and applications of microcomputers. Ph.D. in an appropriate area is required. Duties include undergraduate and graduate teaching and supervision of students as well as developing a strong research programme. Salary will be commensurate with experience and qualifications. No closing date for receipt of applications which, together with c.v. and the names of three referees, should be sent to Dr. K. Huseyin, Chairman, Department of Systems Design, Faculty of Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO. Department of Physics. Applications are being accepted for the position of Postdoctoral Fellow or Visiting Research Professor to join in the investigation of CDW and Intercalation structure in 1-D and 2-D crystals. Experience in HREM, CBED, HEED or XRD desirable. Salary in the range of $16,000. to $20,000. p.a. depending on qualifications. Open until position filled. Send applications, with the names of three references to Professors F.W. Boswell, or J.M. Corbett, Department of Physics, University of Waterloo, Waterloo, Ontario, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO. Department of Mechanical Engineering. Applications are being accepted for a tenure-track appointment commencing January 1, 1982 or earlier. The requirements are: Ph.D. with experience in the general area of combustion and have research interests therein. The successful applicant will be expected to interact with faculty who have releted research interests in thermal engineering. Teaching responsibilities will primarily cover undergraduate and graduate courses in the area of thermal engineering, including combustion, heat transfer, thermodynamics and energy conversion, but a willingness and ability to teach fluid mechanics and engineering mathematics will be an asset. Salary and rank will be commensurate with experience and qualifications. A detailed curriculum vitae, a statement of teaching and research interests, and the names of three references should be sent to: Professor D.J. Burns, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO. Mechanical Engineering. Applications are being accepted for the position of Assistant Professor. Tenure track position, initial appointment will be for three years. A recent Ph.D. graduate with experience in digital and analog control of mechanical systems. Teaching responsibilities will be primarily at the undergraduate and graduate level in control and automation. The successful applicant will be expected to contribute to the department's research in this area and will interact with faculty who have ongoing projects in this and related areas such as fluid power, machinery diagnostics and noise control. Salary will be commensurate with experience and qualifications. A detailed curriculum vitae, a statement of teaching and research interests and the names of three referees should be sent to Dr. D.J. Burns, Chairman, Department of Mechanical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Appointment effective January 1, 1982. No closing date for receipt of applications. (Subject to the availability of funds). First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO. Faculty of Engineering. Department of Management Sciences. Applications are being accepted for two tenure track positions in Operations Research, rank open. Qualifications required include a Ph.D. with background in Engineering or the Mathematical Sciences. Evidence of substantial research productivity and teaching competence at all levels (undergraduate, Master's and Ph.D.). Rank and salary of these positions depend on qualifications. Interested candidates should send their curriculum vitae and arrange for three letters of reference to be sent to: Dr. David W. Conrath, Chairman, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1. Effective date of appointment will be September 1, 1982. Closing date for receipt of applications: when the positions are filled. Subject to availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO. Department of Kinesiology. Applications are being accepted for the position of Assistant/Associate Professor. Ph.D. with background in biomechanics. Provide research direction in the mechanics of human movement. Teach biomechanics at the undergraduate and graduate levels. Salary offered is Assistant Professor (minimum $21,900), Associate Professor (minimum $28,400). Salary and rank commensurate with experience. Apply to Dr. M.T. Sharratt, Chairman, Department of Kinesiology, University of Waterloo, Waterloo, Ontario, N2L 3G1. Starts January 1, 1982. Position open until filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO. Health Studies. Applications are being accepted for the position of Assistant Professor. M.D. or equivalent, or Ph.D. in a health-related field. Experience and interest in health promotion are decided assets. The Health Studies Department has active, interdisciplinary teaching and research programs concerned with both the biological and the behavioural bases for disease prevention and health promotion. Ability to interact with, and to provide liaison between, a multidisciplinary behavioural and biomedical faculty is necessary. The successful candidate will be expected to develop an independent research program involving clinical and/or community research; to supervise student research, and to teach both undergraduate and graduate courses in community health and in other areas of the candidate's expertise. Send curriculum vitae, reprints, and three letters of reference to: J. Allan Best, Ph.D., Chairman, Health Studies Department, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. Appointment to commence September 1982 or sooner. Closing date: 15 January 1982. Subject to availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO. Electrical Engineering. Applications are invited for a faculty position in the Department of Electrical Engineering at the University of Waterloo. Candidates should have a doctorate and a commitment to excellence in teaching and research. All areas of electrical engineering will be considered. Salary and rank will be commensurate with qualifications. It is expected to make the appointment early in 1982 although it will remain open until a suitable candidate is found. Resumés should be sent to: Chairman, Department of Electrical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO. Economics. Applications are being accepted for one or more appointments in ranks commensurate with candidates qualifications. Ph.D. with competence in both schotarship and graduate (MA) and undergraduate teaching. Applicants with main or secondary specialization in one or more of the following areas are invited to apply: monetary economics, resource economics, macroeconomics and industrial organization and econometrics. Strong candidates in other areas will also be considered. Salaries fully competitive with other Canadian universities. The availability of this position is subject to budgetary approval. Applications, including a curriculum vitae and references, should be sent to Dr. Karl Bennett, Chairman, Department of Economics, University of Waterloo, Waterloo, Ontario N2L 3G1. One or more one-year appointments. One or more continuing appointments. Appointments available until positions filled. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO. Department of Earth Sciences. Applications are being accepted for the position of Assistant or Associate Professor that involves undergraduate and graduate teaching and research in Engineering Geology. The successful applicant will hold a Ph.D. in engineering or geology, preferably with a P.Eng. Preference will be given to those applicants with research interest and experience in the engineering geology characteristics of soils, numerical analysis of soil structure interactions, behavior of frozen soils. The Department currently has one of the largest undergraduate and graduate enrolments in Canada, offers a unique cooperative undergraduate program and specializes in Engineering Geology, Quaternary and Hydrogeology at the graduate level. Both M.Sc. and Ph.D. programs are offered. Research facilities for soils and permafrost studies are available in the mechanics — rock engineering laboratory. Extensive research facilities and programs are also available in the Faculty of Engineering. Salary will be commensurate with experience: 1981-2 levels are $21,900 for Assistant Professor and $28,400 for Associate Professor. This position is available December 1, 1981 or later. Apply to: Professor P. Fritz, Department of Earth Sciences, University of Waterloo, Waterloo, Ontario, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Caneda for the period covered by this position.

UNIVERSITY OF WATERLOO. Faculty of Mathematics. Department of Optimization and Combinatorics. Applications are being accepted for the position of Assistant or Associate professor in Continuous or Discrete Optimization. The position is for a three year definite term, with the possibility of e tenure track appointment at the end of this period. Applicants should have proven ability, or the potential, for excellent research and effective teaching. Responsibilities will also include the supervision of graduate students. Salary and rank will be commensurate with qualifications and experience. Effective date of appointment is September 1, 1982. Interested individuals should send resumés and the names of three references to Professor J.A. Bondy, Chairman, Department of Combinatorics and Optimization, University of Waterloo, Waterloo, Onterlo, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position. Subject to availability of funds.

UNIVERSITY OF WATERLOO. Business Administration. Accounting and Finance. Applications are invited for faculty positions from those with teaching and research interests in (i) managerial accounting (ii) financiai accounting (iii) finance (iv) accounting information systems. Ph.D. or equivalent. Salary and rank will depend on qualifications. Appointments effective July 1, 1982 or by arrangement. Appointments available until positions filled. Send resumés to Dr. John R. Hanna, Professor of Accounting, 222 Hagey Hall, University of Waterloo, Waterloo, Ontario, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by these positions. The availability of these positions is subject to budgetary approval.

UNIVERSITY OF WATERLOO. Department of Applied Methemetics. Applications are being accepted for the position of Assistant Professor in Applied Mathematics, a three year definite term appointment with the possibility of it becoming tenure track, commencing September 1, 1982. The appointee will be expected to participate in undergraduate and graduate teaching as well as research. Applicants should have a Ph.D. in, or related to, Applied Mathematics. Special consideration will be given to applicants with experience in Mathematical Modelling. A detailed curriculum vitae, a statement of research interests and the names of three referees should be sent to Professor C.F.A. Beaumont, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

UNIVERSITY OF WATERLOO. Actuarial Mathematics. Department of Statistics. Applications are invited for a faculty position in actuarial science. Starting date July 1, 1982. A post-graduate degree, associateship in the Society of Actuaries and the ability to teach and do research are required, and additional academic or professional qualifications are desirable. Duties include undergraduate and graduate teaching and research. Send curriculum vitae and arrange for three letters of reference to be sent to Dr. J.F. Lawless, Chairman, Department of Statistics, University of Waterloo, Waterloo, Ontario, N2L 3G1. Subject to availability of funds. First consideration will be given to those applicants who at the time of application are legally eligible to work in Canada for the period covered by this position.

SHASTRI INDO-CANADIAN INSTITUTE. Canadian Studies Programme. Workshop. As part of its Canadian Studies Programme the Shastri Indo-Canadian Institute proposes to hold a workshop in India on Canadian Literature during May-June 1982. Two or three Canadian Studies literature specialists will be selected to participate in the workshop. French literature in translation will be included in the workshop, and at least one of the scholars selected will have competence in this particular area. The international travel costs of the Canadian participants will be borne by the Institute. The in-India travel and living costs of both the Canedian and Indian participants will be covered by the Indian University Grants Commission. Interested scholars should submit a letter indicating their interest, and an updated C.V. Applications are particularly sought from scholars from member universities of the Institute. The deadline for receiving applications, which should be addressed to the following, is November 15, 1981: Mrs. Kay de la Ronde, Executive Director, Shastri Indo-Canadian Institute, 2500 University Drive N.W., Calgary, Alberta, T2N 1N4.

UNIVERSITY OF SASKATCHEWAN. Department of Psychology. Cognitive Psychologist. Applications are invited for a tenurable faculty appointment at the assistant professor level (salary range 1980-81 $21,120 to $27,144, under review), effective July 1, 1982. Applicants in all areas of cognitive psychology will be considered. Applicants should have demonstrated considerable achievement and promise as a scholar, with a commitment to the development of a strong research program. In addition to research, responsibilities include teaching at both the graduate and undergraduate levels and supervision of student research. Send curriculum vitae and three letters of recommendation to: Dr. T. Wishart, Chairman, Department of Psychology, University of Saskatchewan, Seskatoon, Saskatchewan, Canada, S7N OWO.

UNIVERSITE DE TORONTO. Messey College. Le Centre d'Etudes théâtrales. Le Centre d'Etudes théâtrales de l'Université de Toronto soilicite des candidatures pour un poste de professeur en histoire du théâtre canadien avec spécialisation dans le théâtre du Ouébec et du Canada français. Le candidat devra avoir l'expérience et la capacité de donner des cours et diriger des recherches au niveau de la maîtrise et du doctorat et avoir à son actif des publications reconnues. Le rang et la salaire seront en fonction des qualifications et de l'expérience. Le candidat aura aussi des responsibilités d'enseignement au premier cycle dans un département de la Faculté des Lettres et des Sciences. Entrée en fonction: ler janvier 1982 ou ler juillet 1982. Les candidatures, accompagnées d'un curriculum vitae ainsi que de trois noms de répondants, devront être envoyées au Professeur Michael Sidnell, Centre for the Study of Drama, Massey College, 4 Devonshire Place, University of Toronto, Toronto, Ontario, Canada, M5S 2E1.

UNIVERSITY OF TORONTO. Massey College. Graduate Centre for Study of Drama. History of Canadian Theatre. Applications are invited for a tenure-stream appointment in the field of the History of Canadian Theatre, with an emphasis on French Canada, in the Graduate Centre for Study of Drama. The appointee will give graduate courses and supervise doctoral research. The appointment will be made at a rank and salary commensurate with the qualifications of the successful candidate who must, in any case, have the experience and distinguished publications required for immediate appointment to the School of Graduate Studies. It is also intended that the appointment be made jointly with another appropriate department in the University and hence involve some undergraduate teaching. It will commence on January 1, 1982 or July 1, 1982. Applications, together with a full curriculum vitae and the names of at least three referees should be sent to Professor Michael Sidnell, Graduate Centre for Study of Drama, Massey College, 4 Devonshire Place, University of Toronto, Toronto, Ontario, Canada, M5S 2E1.

QUEEN'S UNIVERSITY. Department of Urology. Applications are invited for a full time position in the Department of Urology at Queen's University. The successful applicant will have responsibility for teaching in an established postgraduate programme involving clinical practice and administration. There are excellent opportunities for basic and clinical research. Please send curriculum vitae with names of three referees to: Mrs. M. Seto, Departmental Assistant, Department of Urology, Queen's University, Kingston, Ontario, Canada, K7L 2V7.

SIMON FRASER UNIVERSITY. Department of Criminology. The Department of Criminology, Simon Fraser University, has been authorized to invite applications in relation to two tenure-track positions which will become available from the academic year 1982/83. The Department has a well-established undergraduate program and also offers a graduate program leading to the degree of M.A. (Criminology). A proposal for the establishment of a Ph.D. program is currently in preparation. The teaching faculty is multidisciplinary and presently consists of some twenty full-time members. There are exceptional research opportunities which include access to the Criminology Research Centre and the Institute for Studies in Criminal Justice Policy. Ph.D. or equivalent with experience and publications in criminology or one of the social or behavioral sciences related to criminology. In addition, some experience in the field of criminal justice administration would be an advantage in relation to one of the positions. In exceptional circumstances the Department will consider applications from candidates who are close to completion of the Ph.D. degree (or equivalent). Preference will be given to candidates eligible for employment in Canada at the time of application. To undertake research and conduct courses in the field of criminology. Candidates must demonstrate expertise in either of the following areas: criminal justice administration and planning, or methodology and statistics in criminology. Appointments will be made at the level of Instructor or Assistant Professor. The salaries and fringe benefits at Simon Fraser are highly competitive. Applications (including curriculum vitae and the names and addresses of at least three referees) should be sent to: Dr. Simon N. Verdun-Jones, Chairperson, Department of Criminology, Simon Fraser University, Burnaby, B.C. V5A 1S6. Hired faculty members may commence their duties on September 1st, 1982. Applications will be accepted until December 1, 1981.

THE UNIVERSITY OF LETHBRIDGE. Department of Mathematical Sciences. Computing Science. One position with rank and salary commensurate with qualifications and experience. Ph.D. at or near completion. Applicant must have a commitment to teaching at the undergraduate level and to research, and will be expected to play a major role in the development of the computing science programme. Min. salaries 1981-82: Assistant Professor: $24,204; Associate Professor: $30,993; Full Professor: $40,201. Applications inciuding a curriculum vitae, transcripts and three letters of reference should be sent to: The Chairman, Department of Mathematical Sciences, University of Lethbridge, 4401 University Drive, Lethbridge, Alberta, T1K 3M4. Tenure track position. Probationary appointment beginning 1 July 1982. Closing date: when position filled.

UNIVERSITY OF ALBERTA. Department of Slavic and East European Studies. The Department invites applications, preferably from Ph.D.'s, for a full-time, tenure-track position in Russian. Starting date July 1, 1982. Salary: 1981-82 minimum $24,098. Teaching will be in Russian language, including syntax. A professional knowledge of other Slavic languages and the ability to contribute to a Russian Culture Course are desirable. The University of Alberta is an equal opportunity employer, except that commensurate with a directive from the Minister of Employment and Immigration, Canadian citizens and permanent residents of Canada will be given preference. Write to: Chairman, Slavic and East European Studies, University of Alberta, Edmonton, Alberta, T6G 2H1.

SAINT MARY'S UNIVERSITY. Department of Economics. The Department of Economics, which has eight full-time members, has an opening for a full-time faculty position. Ph.D. preferred, but A.B.D. candidates will be considered. Applicants should have teaching experience and publications. Salary and rank will be commensurate with qualifications. Appointment may be made as of January 1, 1982, or as of September 1, 1982. The position is open only to Canadian citizens or permanent residents of Canada. Up-to-date curriculum vitae plus the names or letters of recommendation of at least three referees should be sent to: The Chairman, Department of Economics, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3.

UNIVERSITY OF GUELPH. Library. Librarian. Librarian II or III (General or Senior Librarian) for the Library's Division of Humanities and Social Science. M.L.S. degree from an accredited Library is required. A Master's or Ph.D. degree in History, Political Science or Economics is desirable, and a minimum of four year's experience in an academic library is essential. Public service, including computer assisted information retrieval, orientation and collection development assignments are significant aspects of the position. Salary commensurate with qualifications and experience. Applications will be received up to November 15, 1981 with the position to be filled as soon as possible thereafter. This position is subject to final budgetary approval. Applications should be addressed to Mrs. Jean M. Hill, Personnel Librarian, The Library, University of Guelph, Guelph, Ontario N1G 2W1. Tel: (519) 824-4120 Ext: 3421.

UNIVERSITY OF MANITOBA. LIBRARIES. Position Open. Associate Director of Libraries. The University of Manitoba Libraries comprise 13 Library units, have a collection of 1.5 million volumes, a staff of 244 FTE and an annual budget of 5.5. million dollars. The Libraries serve a university community of 25,000 students, faculty and staff, together with a large number of citizen users. The University of Manitoba is a member of ARL and CARL. The associate director is a senior administrative position which serves as the principal deputy for the Director of Libraries. This person is part of the administrative team that administers all phases of the library operation with responsibilities for planning, organization, budgeting and personnel. Line management responsibilities for all area managers. Qualifications: substantial successful library administrative experience preferably in a large research library. Must be able to represent the University of Manitoba, understend the scholarly use of a research library, have excellent communication skills, and be a skillful leader. Degree from an accredited library school. Salary will be appropriate and competitive. The University encourages applications from women and men end especially from Canadian citizens, permanent residents and others eligible for employment in Canada at the time of aplication. Send nominations and applications with three references by November 15, 1981 to: Marilyn J. Sharrow, Director of Libraries, The University of Manitoba Libraries, Winnipeg, Manitoba, Canada, R3T 2N2.

ECONOMIC BENEFITS. AVANTAGES ECONOMIQUES

Rank structures and salaries of academic librarians

by Elizabeth Black

There is no one "right" approach to the bargaining of rank structure and salaries for academic librarians. However, many university libraries have now had some experience in this area where circumstances have varied considerably. Thus we are able to compare what has worked and what has not worked and provide some rough guidelines for experienced as well as beginning bargainers.

It is difficult to deal with rank structure and salaries exclusively because the factors under consideration here affect other areas as well, particularly the criteria and procedures for appointments, probation and permanence.

One of the built-in difficulties in all these areas is the hierarchical structure of the library as compared with an essentially non-hierarchical structure for faculty. There are heads of departments and deans of faculties, but the number of faculty holding these positions is a much smaller proportion than for the university library where typically there are heads of divisions and branches and assistant and associate librarians as well. At UBC, for example, approximately 1/3 of the librarians hold some kind of administrative position. When librarians then try to devise appropriate rank and salary structures, they must find some way of accommodating this structure to the faculty one and yet ensure that the library can hire and retain capable administrators as well as other specialists.

Another major problem created by the hierarchical structure of libraries is the difficulty of collecting relevant comparative data, particularly for salaries. This is because some libraries have no ranks at all and others have differing numbers of ranks, typically from four to six. With no uniformity, how is a Librarian III at University X to be compared with a Librarian IV at University Y?

The rank structure for faculty — Instructor/Lecturer, Assistant Professor, Associate Professor and Professor — is completely independent of the position held. Promotion from one rank to the next is achieved through demonstrating excellence, principally in research and scholarly work and through teaching.

The situation in the library has been very different. Traditionally, librarians have looked for and expected promotion by advancement through the hierarchical system. Promotion has often meant giving up the work of a librarian and taking on administrative responsibility whether you were good at it or not. Librarian ranks were typically linked to particular positions, and the more administrative responsibility that was involved, the higher the rank. But such advancement was possible only if vacancies or new positions became available. They were then applied for in the normal way and a person was "promoted" if the appointment was awarded.

The situation was acceptable because positions were plentiful and a person could exercise some choice. Typically along with the promotion went a salary increase. That still left the librarian who did not want to move into administration with very few options and little chance of advancement. When you add to this the fact that salaries at most institutions are related to rank and/or position with salary bars at each level, it is easy to understand why librarians are developing different systems, particularly since there are now far fewer vacancies at the administrative level. One of the main reasons for developing rank structures divorced from position classification is the salary problem.

The starting point in developing an appropriate rank structure is the CAUT/CACUL Guidelines which recommend a pattern of ranks for librarians which correspond to that of faculty. These ranks are to reflect individual levels of professional accomplishment and are to be independent of any scheme for the classification of positions. In addition, librarians, in the same way as faculty, should be formally evaluated and reviewed for promotion at regular intervals.

An examination of the promotion practices currently in use or being developed at Canadian universities reveals a variety of approaches:

- advancement by promotion in rank based on the librarians achievement regardless of position;
- advancement through the organizational hierarchy by a change in position;
- a dual system of advancement based on either individual achievement regardless of position or advancement by changing position.

It would be easy to suggest that promotion should be based entirely on the achievement of individual librarians regardless of position — the faculty mode. But this does not take into account the fact that libraries are hierarchical structures, and while changes are occurring that make decision-making more collegial, there will probably always be some differences between the organizational structure of the library and that of a department or faculty. For this reason the dual ladder approach seems to provide the flexibility necessary for administration of the library as well as allow for individual career satisfaction which is then reflected in the salary structure.

At most of our institutions, the opportunity of changing the structure we had came with the adoption by faculty of collective bargaining whether under the labour code or by "special plan". Even if librarians had been trying to develop a coherent structure prior to this, the prospects for success were slim because of the small numbers involved. For others the advent of collective bargaining forced upon them the necessity of developing a negotiating position.

A decision must first be made about the type of system desired. The librarians at UBC decided to retain position classification and this decision illustrates the crucial relationship between a rank structure which is divorced from position, and salary. At UBC, there are no ceilings on salaries. This means the lack of promotion through a change in position is not necessarily detrimental as far as salary is concerned and this was a major factor in the decision to retain the status quo. A problem has developed over the level of salaries for general librarians and an attempt to correct that will be made through negotiations on a salary scale rather than through a change in rank structure.

At York, the decision was made to go for a structure similar to faculty. There was a deliberate decision to stay away from Librarian I, II, III, IV, and go for General, Assistant, Associate and Senior Librarian. The numbers suggested a hierarchy, whereas York's librarians wanted a rank structure completely separated from position. Having the same number of ranks as faculty also made it easier to develop a position on salaries and salary scales. This did away with the need to develop and subsequently bargain separate scales. Basically their strategy was to look at the faculty system and to fit in as much as possible. Achieving the same salary levels as faculty has proved to be much more difficult. The administration continues to compare them to others outside the university environment who are not comparable, such as librarians in the public library. The major problem is the lack of comparative data from other universities and resistance not only from the administration but also from some of the faculty.

Other libraries have decided against the straight rank structure divorced from position and have negotiated a dual ladder structure. This may be not so much a result of wishing to retain position classification, but a pragmatic realization that the library is more hierarchical than faculties or departments and a recognition that there had to be some accommodation to this.

One place where this has occurred is the University of Manitoba. When the faculty of Manitoba unionized, the librarians first devised a position classification scheme as a way of providing a clear definition of their responsibilities as professionals. Four levels were developed (Librarian I-IV) using such criteria as amount of supervision and job responsibility and this was bargained into the 1975-76 contract. The University also wanted to use the system as a way of not only classifying the positions but also the librarians. There was no mechanism provided for promotion within the same position.

Finally, the 1979-80 contract provided for a rank and promotion system similar to faculty in addition to the position classification system provided for originally. A Classification Evaluation Committee was to review all positions and reclassify any that needed it, and an Initial Ranking Committee was to rank all the librarians independent of the position which they occupied. Salaries are now related to both the position held and the rank so there is not a complete correspondence between rank rather than position held, and salary. In addition, parity with faculty also is achieved only through combining salaries given for the rank held and for the administrative responsibilities attached to a particular position.

From the foregoing it can be seen that satisfactory solutions to the problem of the actual rank structure can be achieved. Essentially, local conditions affect the decision about whether to adopt a system which corresponds totally with the faculty model of ranks which are separate from the actual job which is done, to accept straight position classification, or to adopt a combination of the two. Whether or not there are salary bars may be one of the most important deciding factors.

The problem of achieving parity on salaries is much more difficult because of very strong resistance not only from administrations but also from some faculty members, and because of a lack of reliable comparable salary statistics. At the present time, an attempt is being made through the CAUT central office to collect salary data for librarians by age and sex in hopes that this will be as useful for librarians as it is for faculty salaries.

Elizabeth Black is a Librarian at U.B.C. and is a member of CAUT's Economic Benefits Committee.

FINANCING CANADIAN UNIVERSITIES

For Whom and By Whom?

David M. Nowlan and Richard Bellaire
editors

Most of the papers in this volume are based on presentations made to a conference on university financing sponsored by the Canadian Association of University Teachers and the University of Toronto's Institute for Policy Analysis. While the primary purpose of the conference, held in March 1981, over the renewal of the 1977-82 **Fiscal Arrangements and Established Programs Financing Act**, the conference papers raise as well a number of general issues relating to universities and their place in Canadian society.

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